



AUSTRALIAN BUREAU OF STATISTICS

CANBERRA

**AVERAGE EARNINGS
AND HOURS OF
EMPLOYEES
AUSTRALIA**

NOVEMBER 1985

CATALOGUE NO. 6304.0

EMBARGOED UNTIL 11.30 A.M. 30 JULY 1986

AVERAGE EARNINGS AND HOURS OF EMPLOYEES AUSTRALIA NOVEMBER 1985

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EMBARGOED UNTIL 11 30 A.M. 30 JULY 1986

AVERAGE EARNINGS AND HOURS
OF EMPLOYEES
AUSTRALIA
NOVEMBER 1985

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CATALOGUE NO. 6204-0

STATISTICS AUSTRALIAN BUREAU OF

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CONTENTS

	Page
.. Explanatory Notes	1
.. Summary of Findings	4

Diagram

1.	All employees: Average weekly earnings, Australia, November 1983 to 1985	4
2.	All employees: Average weekly earnings, Industries, Australia, percentage increase November 1983 to 1985	5
3.	Full-time employees: Average weekly earnings, Industries, Australia, November 1985	6
4.	Full-time non-managerial and managerial employees: Average weekly earnings, private and total private and government sectors, Australia, percentage increase November 1983 to 1985	7
5.	Full-time adult non-managerial and managerial employees: Average weekly earnings, private and government sectors, percentage difference from average weekly earnings for full-time adult persons, Australia, November 1985	8
6.	Full-time adult non-managerial employees: Average weekly ordinary time and overtime earnings, States and Territories, November 1985	9
7.	Full-time non-managerial employees: Average weekly ordinary time and total earnings, States and Territories, percentage difference from average weekly total earnings for full-time adult non-managerial persons, Australia, November 1985	10
8.	Full-time non-managerial employees: Average weekly earnings, Industries, Australia, November 1985	11
9.	Full-time adult non-managerial employees: Average weekly earnings, private and government sectors, States and Territories, November 1985	12
10.	Full-time adult managerial employees: Average weekly earnings, private and government sectors, States and Territories, November 1985	13
11.	Full-time adult managerial employees: Average weekly earnings, private and government sectors, States and Territories, percentage difference from average weekly earnings of full-time adult managerial persons, Australia, November 1985	14
12.	Full-time non-managerial employees: Average hourly earnings, Australia, November 1983 to 1985	15
13.	Full-time adult non-managerial employees: Average hourly earnings, Industries, Australia, November 1985	16

TABLES OF ALL EMPLOYEES (PRIVATE AND GOVERNMENT)

Table	Page
All employees, average weekly earnings—	
1. Industries, Australia, November 1985	17
2. States and Territories, November 1985	17
Full-time non-managerial employees—	
3. Average weekly earnings and hours paid for, Industries, Australia, November 1985	18
4. Average weekly earnings and hours paid for, States and Territories, November 1985	19
Full-time adult non-managerial employees—	
5. Average weekly overtime and ordinary time earnings and hours paid for, Industries, Australia, November 1985	20

CONTENTS—continued

Table

Page

TABLES OF ALL EMPLOYEES (PRIVATE AND GOVERNMENT)—continued

Full-time adult managerial, executive, etc. employees—

6.	Average weekly earnings, Industries, Australia, November 1985	21
7.	Average weekly earnings, States and Territories, November 1985	21

Part-time adult employees—

8.	Average earnings and hours paid for, States and Territories, November 1985	21
----	--	----

TABLES OF EMPLOYEES IN THE PRIVATE SECTOR

All employees, average weekly earnings—

9.	Industries, Australia, November 1985	22
10.	States and Territories, November 1985	22

Full-time non-managerial employees—

11.	Average weekly overtime and ordinary time earnings and hours paid for, Industries, Australia, November 1985	23
12.	Average weekly earnings and hours paid for, States and Territories, November 1985	24

Full-time adult managerial, executive, etc. employees—

13.	Average weekly earnings, Industries, Australia, November 1985	24
14.	Average weekly earnings, States and Territories, November 1985	24

TABLES OF EMPLOYEES IN THE GOVERNMENT SECTOR

All employees, average weekly earnings—

15.	States and Territories, November 1985	25
-----	---------------------------------------	----

Full-time non-managerial employees—

16.	Average weekly earnings and hours paid for, States and Territories, November 1985	25
-----	---	----

Full-time adult managerial, executive, etc. employees—

17.	Average weekly earnings, States and Territories, November 1985	25
-----	--	----

..	Copy of survey questionnaire	26
..	Technical Note	28

EXPLANATORY NOTES

Introduction

This publication contains estimates of average weekly earnings and hours relating to the last pay period ending on or before 15 November 1985. The estimates are based on a sample survey conducted quarterly since August 1981, but for which more detailed dissections of earnings and additional information on hours are collected each November.

2. Background information on the development of this sample survey is provided in *Information Paper; New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0) published on 21 June 1984, copies of which are available on request.

Scope of the survey

3. All wage and salary earners who received pay for the reference period are represented in the survey, except:

- (a) members of the Australian permanent defence forces;
- (b) employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- (c) employees in private households employing staff;
- (d) employees of overseas embassies, consulates, etc.;
- (e) employees based outside Australia;
- (f) employees on workers' compensation who are not paid through the payroll;
- (g) directors who are not paid a salary;
- (h) proprietors/partners of unincorporated businesses;
- (i) self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

Survey design

4. A sample of approximately 4,000 employers is selected from the ABS register of businesses to ensure adequate State and industry representation. The sample is updated each quarter to take account of new businesses, those which have ceased operation and structural changes such as takeovers and mergers. The statistical unit for the survey comprises all activities of an enterprise in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise has significant employment in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, government/private, industry and size of employment and a simple random sample is selected from each stratum.

Definitions

5. *Reference period* for the survey refers to the last pay period ending on or before the third Friday of the middle month of the quarter. The reference date for the current survey is 15 November 1985.

6. *Employees* refers to all wage and salary earners (as defined in paragraph 3) who receive pay for any part of the reference period.

7. *Full-time employees* are permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period; if agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week.

8. *Adults* are employees 21 years of age or over and those employees who are under 21 years of age but are paid at the full adult rate for their occupation. *Junior employees* are all other employees.

9. *Managerial employees* are *managerial, executive, professional and higher supervisory staff*, generally defined as those employees who are ineligible to receive payment for overtime, or although subject to payment for overtime, are in charge of a significant number of employees in a separate establishment. *Non-managerial employees* are those not defined as managerial employees.

10. *Weekly ordinary time earnings* refers to one week's earnings of employees for the reference period attributable to award, standard or agreed hours of work. It is calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included in ordinary time earnings are award payments, over-award payments, penalty payments, shift and other allowances; commissions and retainers; bonuses and similar payments related to the reference period; payments under incentive or piecework; payments under profit sharing schemes normally paid each pay period; payments for leave taken during the reference period; all workers' compensation payments made through the payroll; and salary payments made to directors. Excluded are retrospective pay, pay in advance, leave loadings, severance pay, termination and redundancy payments and other payments not related to the reference period.

11. *Weekly overtime earnings* refers to that part of *weekly total earnings* for hours paid for in excess of award, standard or agreed hours of work.

12. *Weekly total earnings* is equal to weekly ordinary time earnings plus weekly overtime earnings.

13. *Average weekly earnings* statistics represent average gross (before tax) earnings of employees and do not relate to average award rates nor to the earnings of the 'average person'. Estimates of average weekly earnings are derived by dividing estimates of weekly total earnings by estimates of employment. Changes in the averages may be affected not only by changes in the level of earnings of employees

but also by changes in the overall composition of the labour force. There are several aspects which can contribute to compositional changes such as variations in the proportions of part-time, casual and junior employees, variations in the occupational distribution within and across industries and variations in the distribution of employment between industries.

14. *Weekly hours paid for* refers to the hours for which payment was made. It comprises overtime hours and ordinary time hours. For employees paid other than weekly, hours were converted to a weekly basis. For employees who began or ceased work, or were absent without pay for any reason during the reference period only the hours actually paid for were included. Where agreed hours of work were less than award hours, hours were based on agreed hours. Hours of work were not reported for managerial, etc. staff.

15. *Overtime hours* refers to hours in excess of award, standard or agreed hours of work.

16. *Ordinary time hours* refers to award, standard or agreed hours of work. It includes stand-by or reporting time which are part of standard hours of work, and that part of paid annual leave, paid sick leave and long service leave taken during the reference period.

17. *Sector*. Government sector includes all local government authorities and government departments, agencies and authorities created by, or reporting to the Commonwealth and State Parliaments. All remaining employees are classified as private sector.

Comparability of results

18. When comparing the estimates in this publication with those of October 1981, and November 1982, 1983 and 1984 it is important to keep in mind the stages of development of the sample survey on which these figures are based (see paragraph 2). In particular, note that estimates produced from the 1983 survey were adjusted before publication to maintain consistency with figures produced from a new sample which represented the final stage of development of the survey. More details of this adjustment can be found in the Explanatory notes of *Average Earnings and Hours of Employees; Australia; November 1983* (6304.0) published on 12 October 1984.

19. When comparisons are made between period-to-period movements in average weekly ordinary time earnings (AWOTE) for full-time adults and movements in the Award Rates of Pay Indexes (ARPI), it is important to recognise the different coverage, scope, definitions and methodology used in the construction of each series. In particular, the AWOTE series includes a number of payments additional to award rates of pay used in compiling ARPI. Allowances covered under awards which are not industry or occupation-wide in their application such as site, travelling, height and dirt allowances are excluded from ARPI but included in AWOTE. The AWOTE series also includes other payments, such as shift penalty payments and over-award

pay. A significant number of employees are not covered by awards but are included in AWOTE. The AWOTE series is affected by compositional change in the labour force. However, ARPI is not, because it is a fixed-weight index constructed from a representative 'basket' of occupations selected from the May 1976 Survey of Employee Earnings and Hours and subject to re-selection and re-basing at infrequent intervals. Other factors affecting comparisons of the two series include seasonal influences on earnings and differences between the two series in the treatment of retrospective pay increases. A detailed description of the methodology, scope and definitions used in ARPI is published in *Award Rates of Pay Indexes, Australia* (6312.0).

20. It is also important to recognise that whilst average employee earnings can be derived from the Survey of Employment and Earnings (SEE) published in *Employed Wage and Salary Earners, Australia* (6248.0), these average earnings will not be comparable with those produced from the Survey of Average Weekly Earnings (AWE). In the AWE survey, information is obtained relating to a specified pay-period, the last pay-period ending on or before the third Friday of the middle month of the calendar quarter. The SEE collects the sum of employee earnings paid in *all* pay periods ending in a calendar quarter including payments to employees which are excluded from the scope of the AWE survey such as retrospective pay and pay in advance, leave loadings, severance, termination and redundancy payments. Whilst the quarterly earnings produced by the SEE are affected by the varying number of pay periods from quarter to quarter the AWE results are unaffected because of the selection of a specified pay-period in the middle of a quarter. The SEE earnings data are also more subject to seasonal variations, particularly in the December and March quarters, due to the incidence of holidays taken in January being paid in advance and the earnings being reported in December quarter figures.

Reliability of the estimates

21. Since the estimates are based on information obtained from a sample of employers they are subject to sampling variability; that is, they may differ by chance from the figures that would have been produced if all employers had been included in the survey. The extent of the detail published has been determined after considering estimated measures of sampling variability. For information on the reliability of estimates see the Technical note on page 28.

Industry classification

22. Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1983 Edition, Volume 1—The Classification* (1201.0). The table on page 3 shows the ASIC subdivisions used in the survey and abbreviated descriptions used in some diagrams and tables.

Related publications

23. Users may also wish to refer to the following publications which are available on request:

Average Weekly Earnings, Australia (Preliminary) (6301.0) and the final publication *Average Weekly Earnings, States and Australia* (6302.0)—issued quarterly

Distribution and Composition of Employee Earnings and Hours, Australia, May 1985, Preliminary (6305.0) and the final publication (6306.0)—issued annually

Weekly Earnings of Employees (Distribution), Australia (Preliminary) (6309.0) and final publication (6310.0), containing results of household surveys conducted annually

Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime (6256.0)

Job Vacancies, Australia (6231.0)—issued quarterly

Overtime, Australia (6330.0)—issued quarterly

Employed Wage and Salary Earners, Australia (6248.0)—issued quarterly

Award Rates of Pay Indexes, Australia (6312.0)—issued monthly

The Labour Force, Australia (6203.0)—issued monthly (\$1.20, \$2.10 incl. postage)

24. Current publications produced by the ABS are listed in the *Catalogue of Publications, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

Unpublished statistics

25. In some cases, the ABS can also make available information which is not published. This information may be made available in one or more of the following forms: microfiche, photocopy, data tape, computer print-out, clerically-extracted tabulation. Generally, a charge is made for providing unpublished information. Inquiries should be made to the officer whose name appears in the *Phone Inquiries* section of the Inquiries box at the front of this publication, or to Information Services in the nearest ABS Office.

Symbols and other usages

- * subject to sampling variability too high for most practical uses. See the Technical note on page 28.

26. The estimates of average weekly earnings are rounded to the nearest 10 cents.

ASIC code			
Division	Sub-division	Title	Abbreviated description used
B		Mining	
C		Manufacturing—	
	21	Food, beverages and tobacco	
	23,24	Textiles; clothing and footwear	
	26	Paper, paper products, printing and publishing	Paper, printing, etc.
	27	Chemical, petroleum and coal products	
	29	Basic metal products	
	31,33	Fabricated metal products; other machinery and equipment	Fabricated metal products; other machinery, etc.
	32	Transport equipment	
	25,28,34	Other manufacturing(a)	
D		Electricity, gas and water	
E		Construction	
F	47	Wholesale trade	
	48	Retail trade	
G,H		Transport and storage; communication	
I		Finance, property and business services	Finance, business services
J,K		Public administration and defence(b); community services	Public administration, community services, etc.
L		Other industries(c) (entertainment, recreation, restaurants, hotels and personal services)	Other industries
		Total	

(a) Includes wood, wood products and furniture (subdivision 25); glass, clay and other non-metallic mineral products (subdivision 28); leather, rubber and plastic products and manufacturing not elsewhere classified (subdivision 34). (b) Excludes permanent defence forces. (c) Excludes private households employing staff (subdivision 94).
NOTE: Division A, (Agriculture, Forestry, Fishing and Hunting) is excluded from the survey.

SUMMARY OF FINDINGS

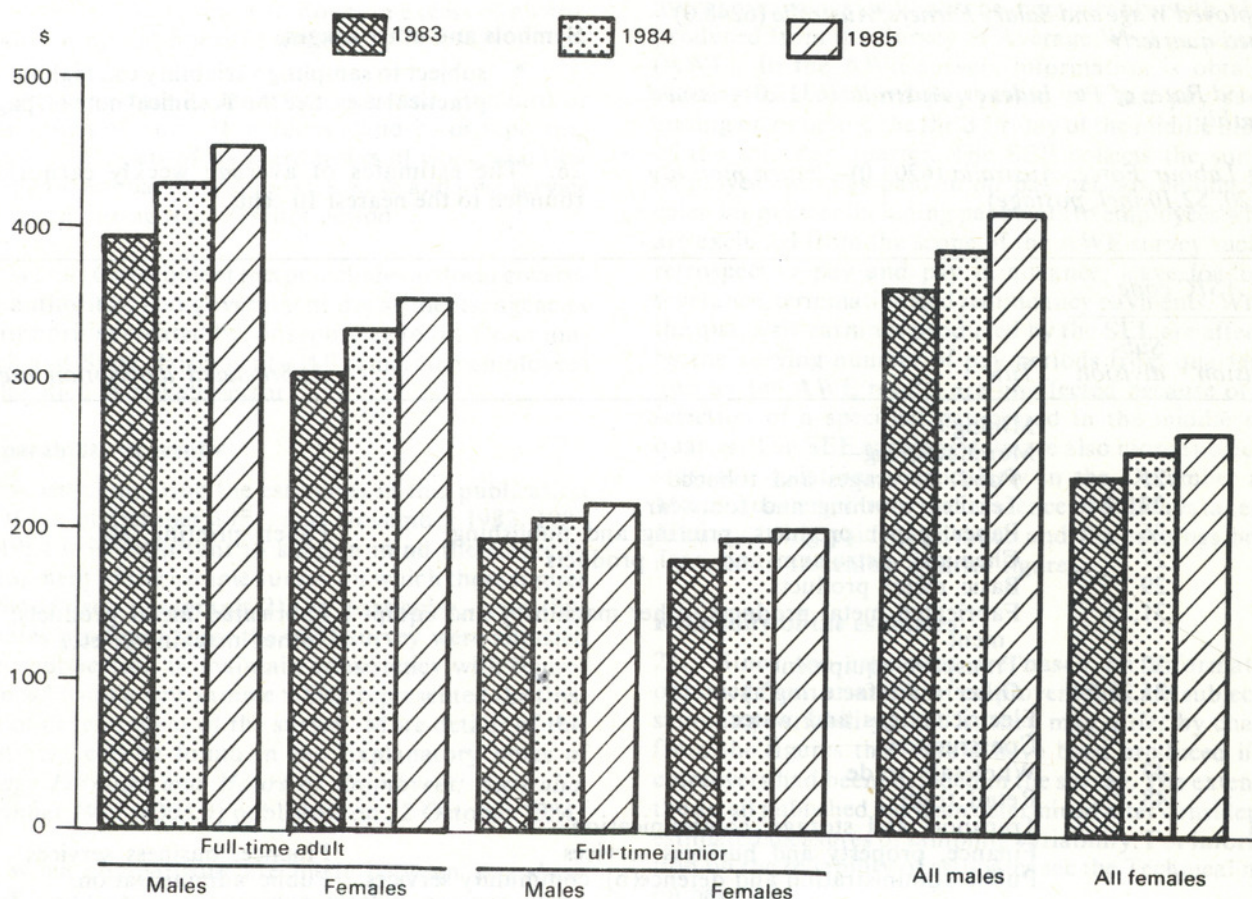
NOTE: The 3.8 per cent National Wage increase granted in November 1985 had not been implemented for all employees (particularly Government) by 15 November 1985 when the survey was conducted.

In November 1985, the average weekly earnings of all male and female employees were \$413.90 and \$268.40 respectively (see Table 1). This was an increase of 6.3% for males and 5.2% for females from November 1984.

Full-time adult employees reported average weekly earnings of \$453.60 for males and \$353.70 for females, and full-time junior employees reported average weekly earnings of \$217.00 for males and \$202.50 for females (see Tables 1 & 2).

Full-time adult employee earnings showed a larger percentage increase from November 1984 than did the juniors. Adult increases were 6.2% for males and 5.6% for females while juniors were 4.4% for males and 3.8% for females.

DIAGRAM 1. ALL EMPLOYEES: AVERAGE WEEKLY EARNINGS, AUSTRALIA, NOVEMBER 1983 TO 1985
(Source: Table 1)



**DIAGRAM 2. ALL EMPLOYEES : AVERAGE WEEKLY EARNINGS, INDUSTRIES, AUSTRALIA, PERCENTAGE INCREASE
NOVEMBER 1983 TO 1985**
(Source : Table 1)

M=Male
F=Female
November 1983-85
November 1983-84

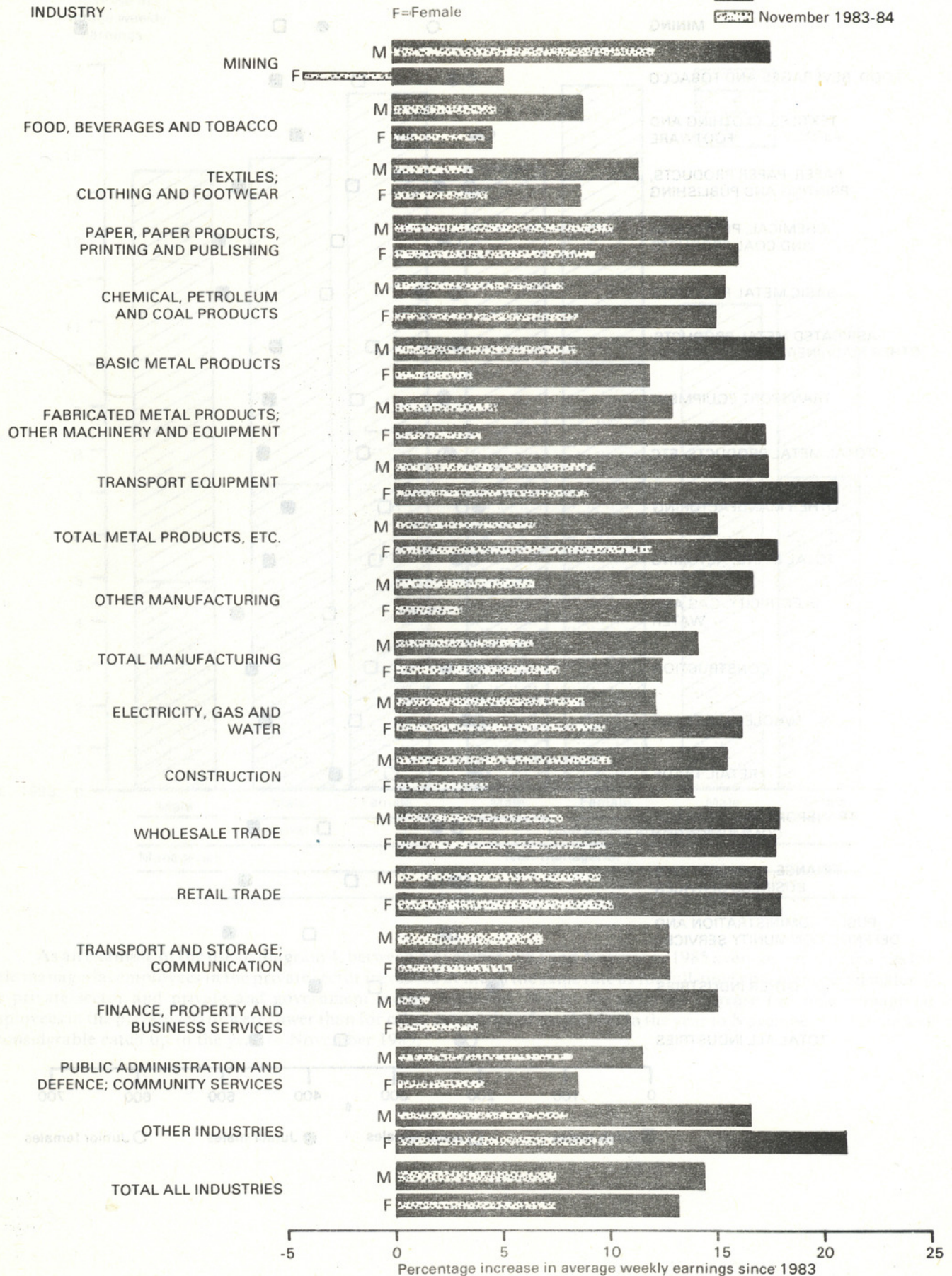


DIAGRAM 3. FULL-TIME EMPLOYEES: AVERAGE WEEKLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1985
(Source: Table 1)

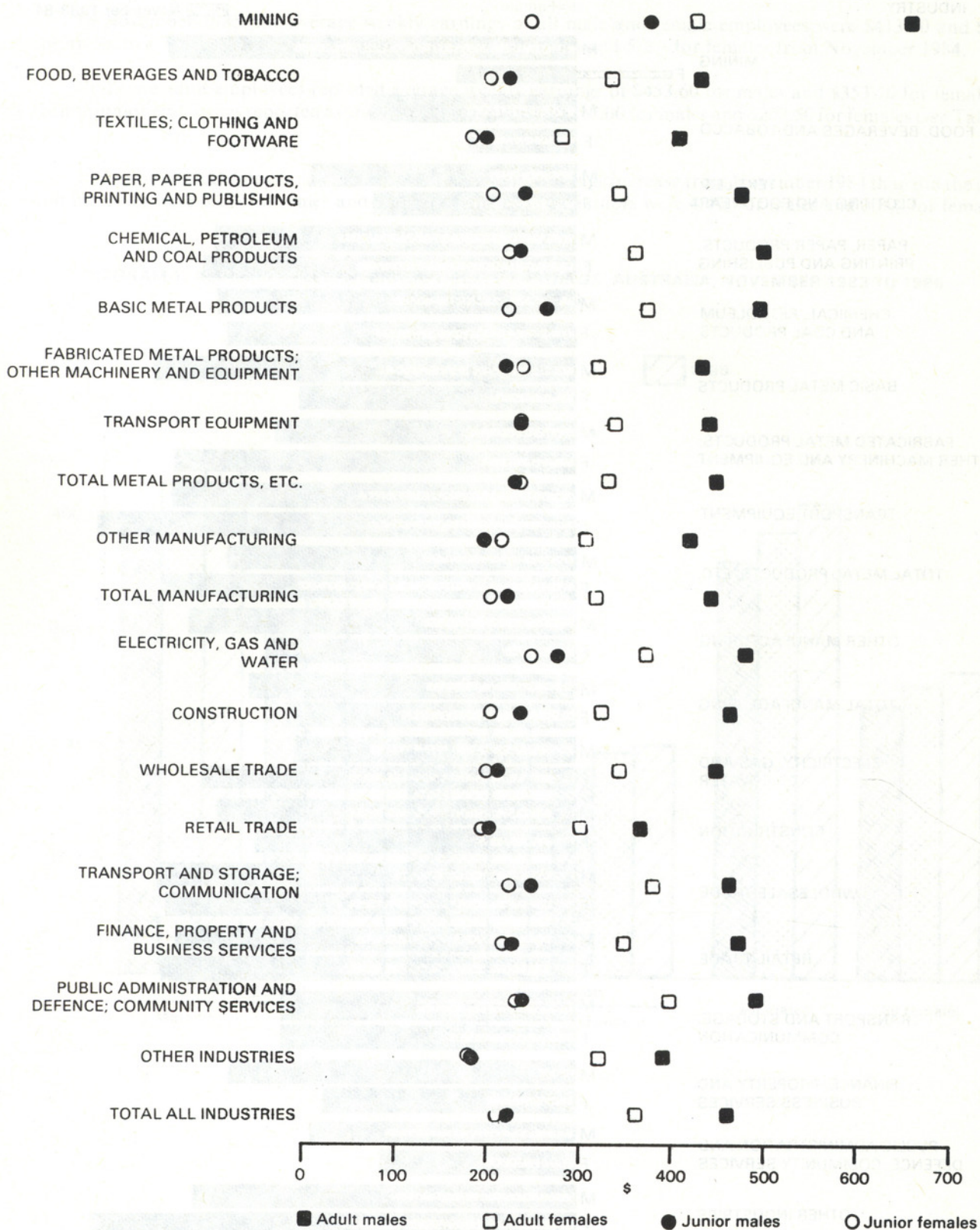
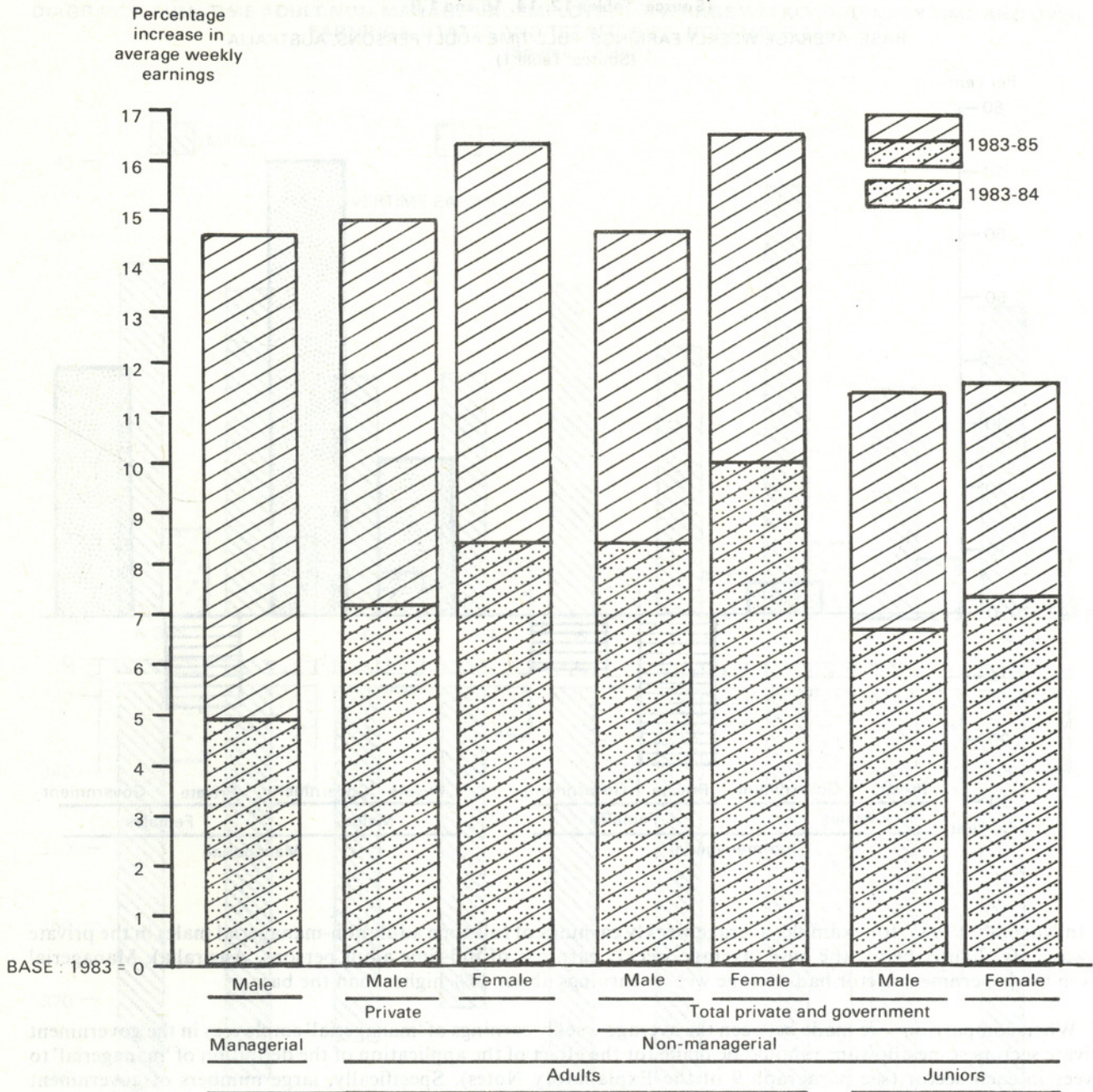


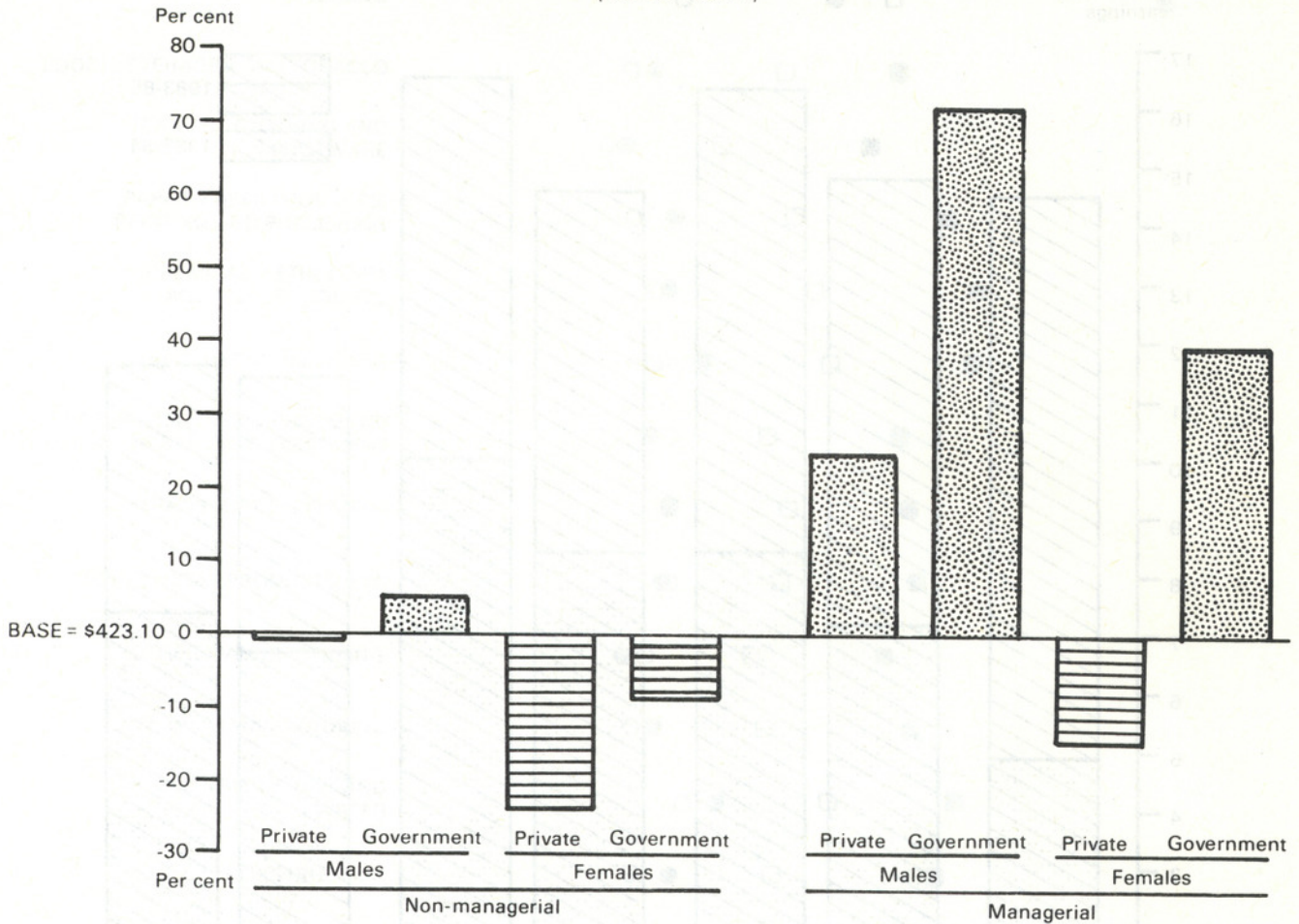
DIAGRAM 4. FULL-TIME NON-MANAGERIAL AND MANAGERIAL EMPLOYEES: AVERAGE WEEKLY EARNINGS, PRIVATE AND TOTAL PRIVATE AND GOVERNMENT SECTORS, AUSTRALIA, PERCENTAGE INCREASE, NOVEMBER 1983 TO 1985
(Source: Tables 4, 11 and 13)



As an example of the use of diagram 4, between November 1983 and November 1985 average weekly earnings for male managerial employees in the private sector increased at much the same rate as for full-time non-manual males in the private sector and private and government sector combined. Whilst the earnings increase for male managerial employees in the private sector were lower than for other categories of employees in the year to November 1984 there was a considerable catch up in the year to November 1985.

DIAGRAM 5. FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES: AVERAGE WEEKLY EARNINGS, PRIVATE AND GOVERNMENT SECTORS, PERCENTAGE DIFFERENCE FROM AVERAGE WEEKLY EARNINGS OF FULL-TIME ADULT PERSONS, AUSTRALIA, NOVEMBER 1985
(Source: Tables 12, 14, 16 and 17)

BASE: AVERAGE WEEKLY EARNINGS, FULL-TIME ADULT PERSONS, AUSTRALIA
(Source: Table 1)



In November 1985, for example, average weekly earnings of full-time adult non-managerial males in the private sector was only slightly below the base (average weekly earnings of full-time adult persons, Australia). Managerial females in the government sector had average weekly earnings about 40% higher than the base.

NOTE: When comparisons are made between the average weekly earnings of 'managerial' employees in the government and private sectors some allowance should be made for the effect of the application of the definition of 'managerial' to employees in each sector (see paragraph 9 of the Explanatory Notes). Specifically, large numbers of government employees, at salary levels equal to many private sector managerial employees are excluded from the 'managerial group' because they are eligible to receive payment for overtime. As a result, the distribution of government employees classified to 'managerial' is more concentrated in the higher earnings ranges with a consequential higher 'average' earnings.

Full-time non-managerial employees

DIAGRAM 6. FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES: AVERAGE WEEKLY ORDINARY TIME AND OVERTIME EARNINGS, STATES AND TERRITORIES, NOVEMBER 1985
(Source: Table 4)

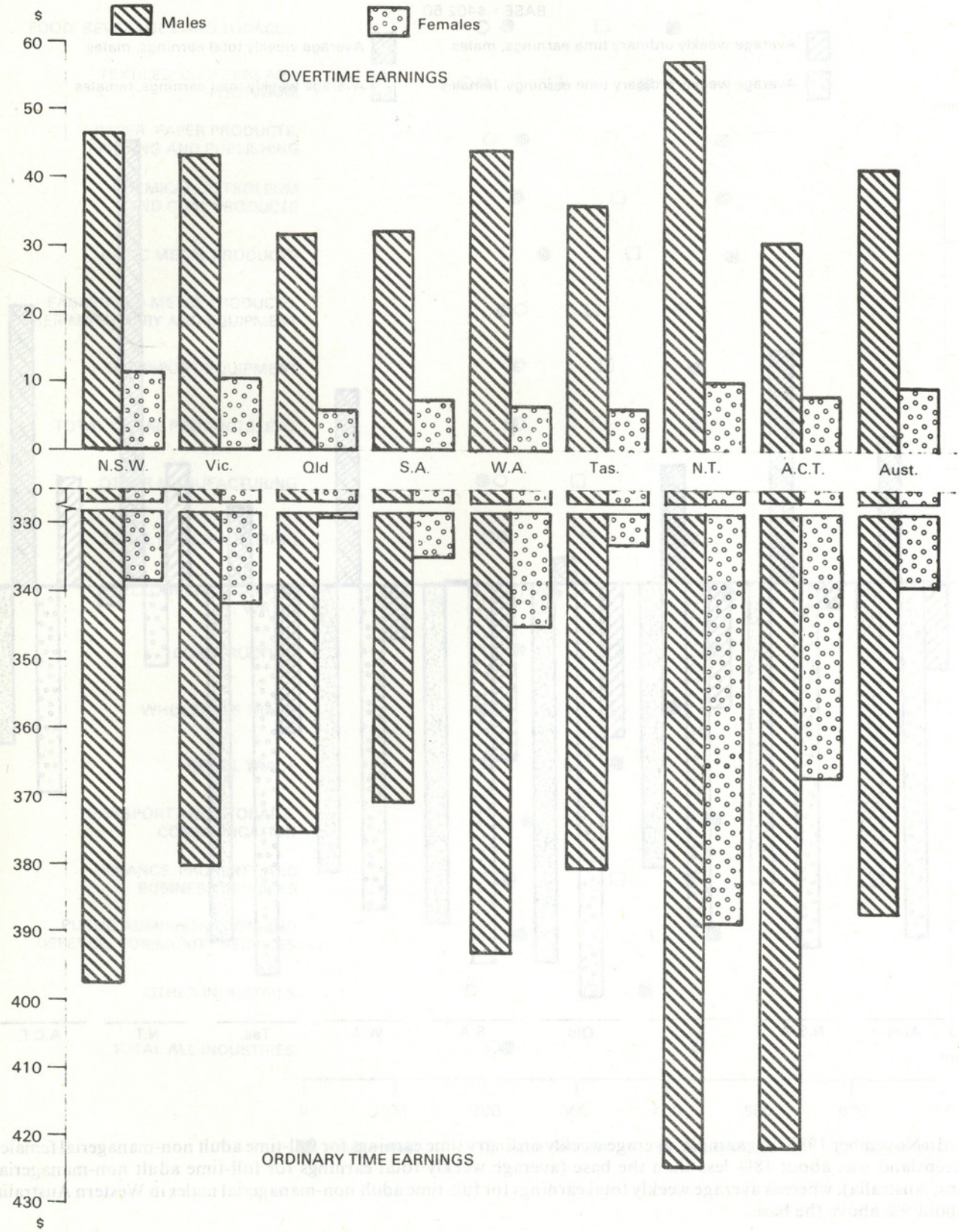
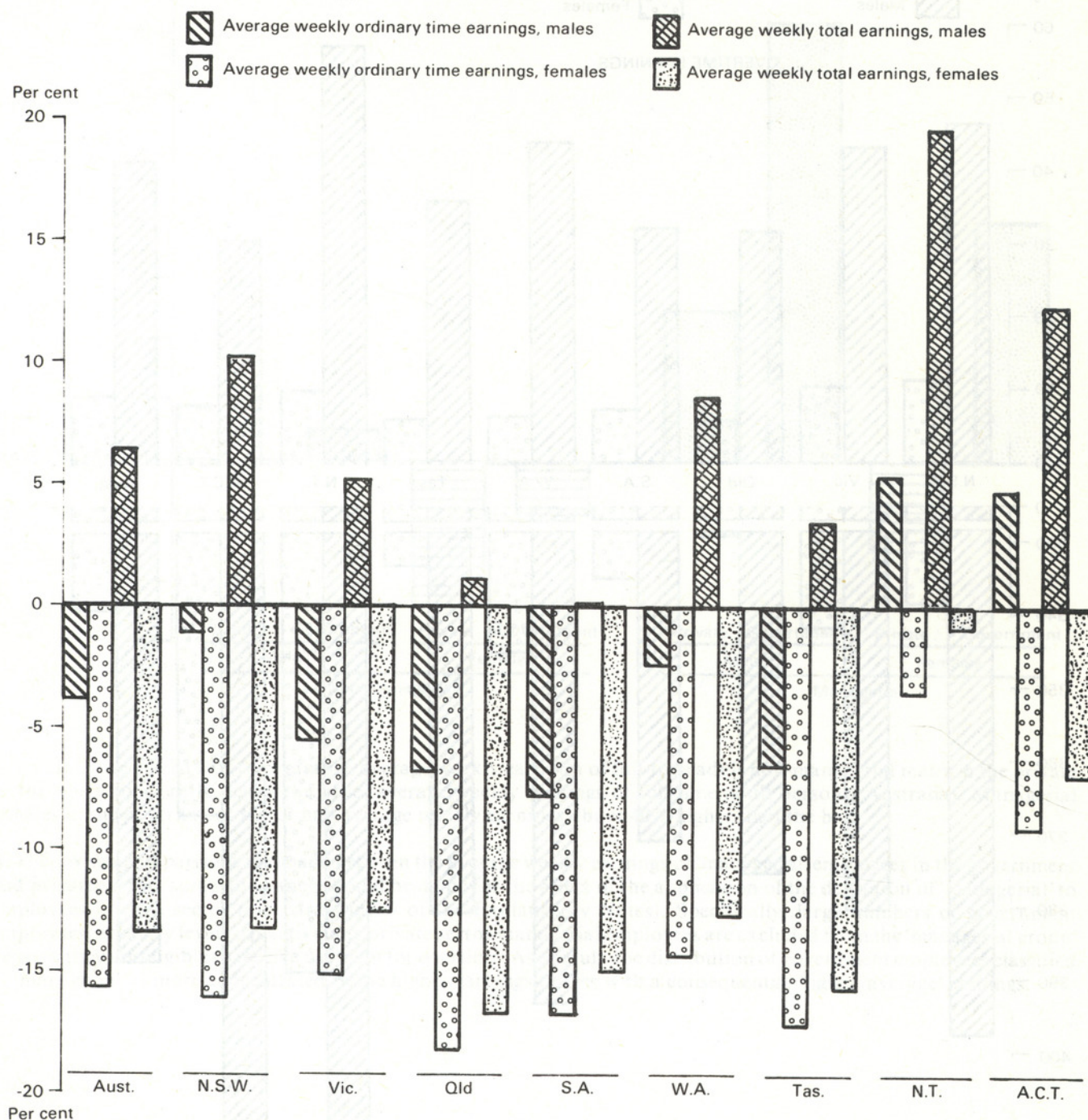


DIAGRAM 7. FULL-TIME NON-MANAGERIAL EMPLOYEES: AVERAGE WEEKLY ORDINARY TIME AND TOTAL EARNINGS, STATES AND TERRITORIES, PERCENTAGE DIFFERENCE FROM AVERAGE TOTAL EARNINGS FOR FULL-TIME ADULT NON-MANAGERIAL PERSONS, AUSTRALIA, NOVEMBER 1985

(Source: Table 4)

BASE: AVERAGE WEEKLY TOTAL EARNINGS: FULL-TIME ADULT NON-MANAGERIAL PERSONS, AUSTRALIA
(Source: Table 3)

BASE = \$402.60



In November 1985 for example, average weekly ordinary time earnings for full-time adult non-managerial females in Queensland was about 18% less than the base (average weekly total earnings for full-time adult non-managerial persons, Australia), whereas average weekly total earnings for full-time adult non-managerial males in Western Australia was about 9% above the base.

DIAGRAM 8. FULL-TIME AND NON-MANAGERIAL EMPLOYEES: AVERAGE WEEKLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1985
(Source: Table 3)

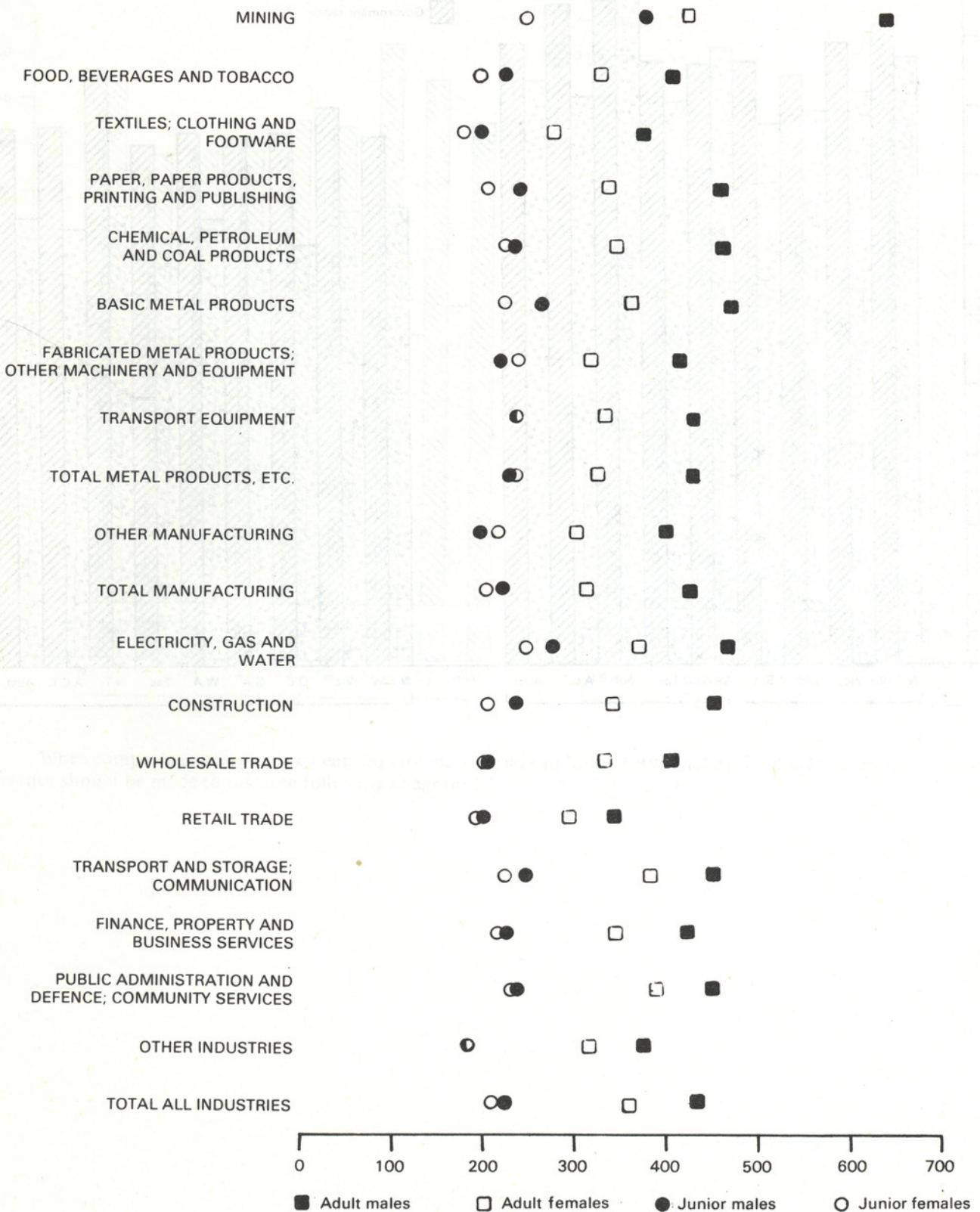
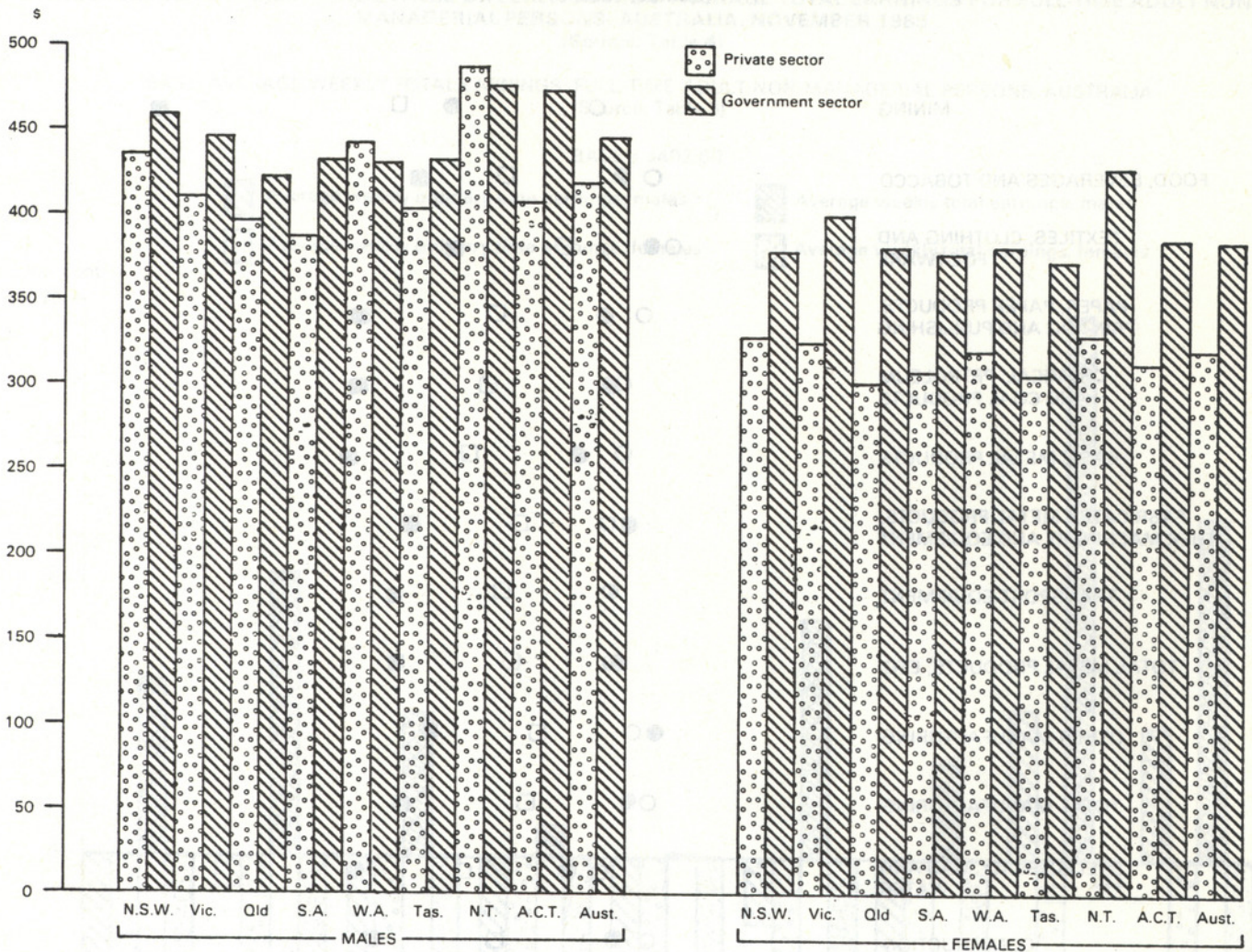
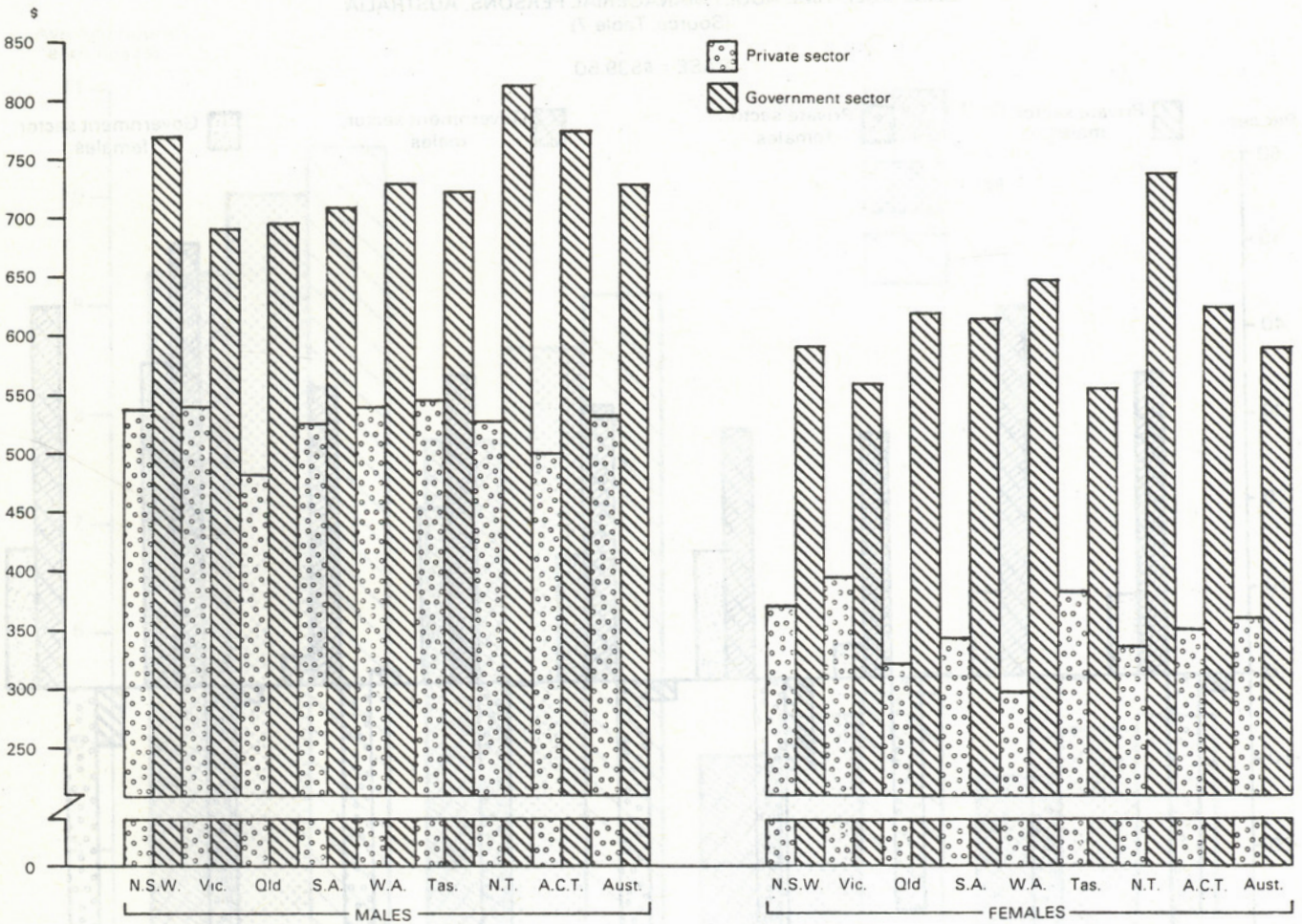


DIAGRAM 9. FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES: AVERAGE WEEKLY EARNINGS, PRIVATE AND GOVERNMENT SECTORS, STATES AND TERRITORIES, NOVEMBER 1985
(Source: Tables 12 and 16)



Managerial

DIAGRAM 10. FULL-TIME ADULT MANAGERIAL EMPLOYEES: AVERAGE WEEKLY EARNINGS, PRIVATE AND GOVERNMENT SECTORS, STATES AND TERRITORIES, NOVEMBER 1985
(Source: Tables 14 and 17)

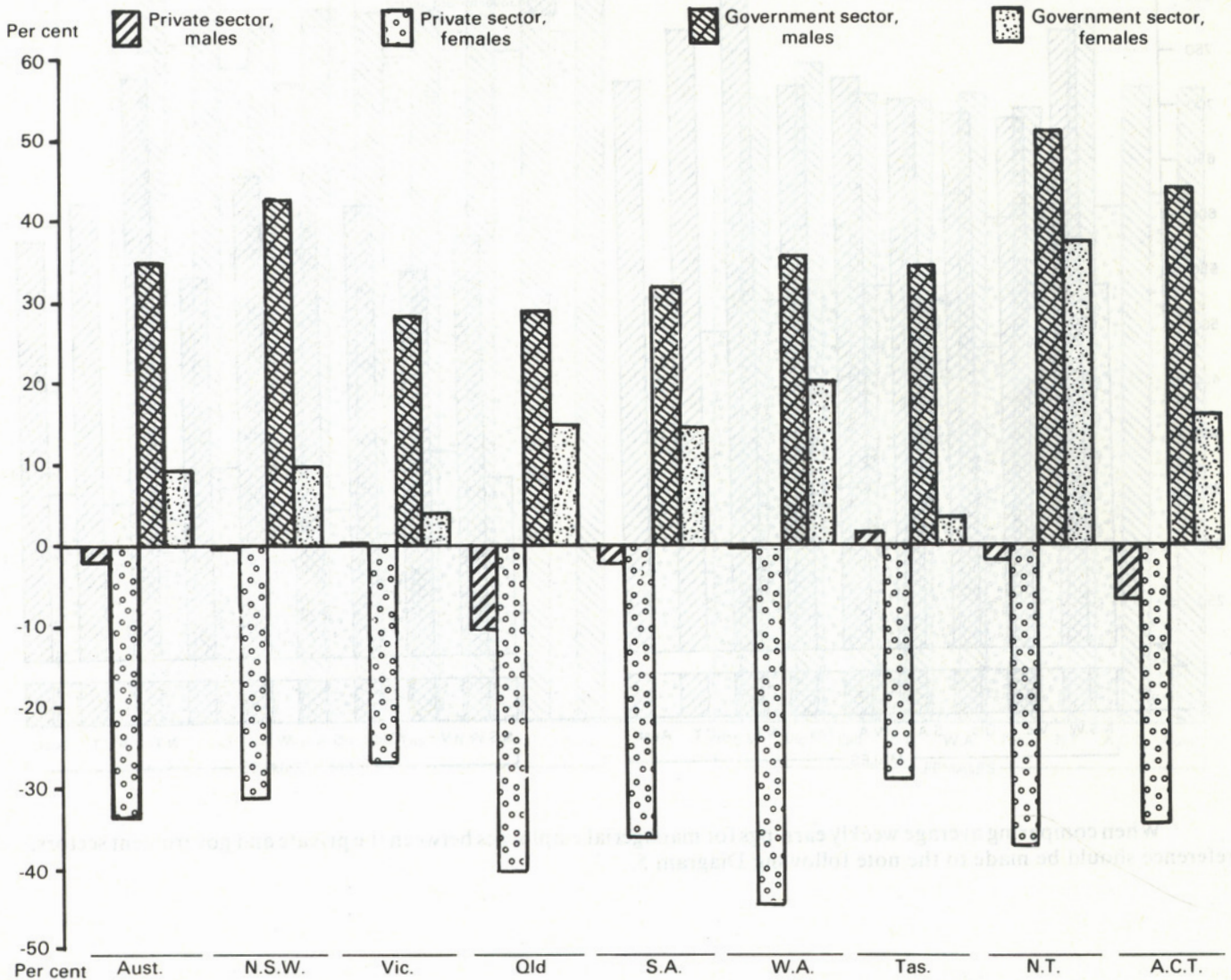


When comparing average weekly earnings for managerial employees between the private and government sectors, reference should be made to the note following Diagram 5.

DIAGRAM 11. FULL-TIME ADULT MANAGERIAL EMPLOYEES: AVERAGE WEEKLY EARNINGS, PRIVATE AND GOVERNMENT SECTORS, STATES AND TERRITORIES, PERCENTAGE DIFFERENCE FROM WEEKLY EARNINGS FOR FULL-TIME ADULT MANAGERIAL PERSONS, AUSTRALIA, NOVEMBER 1985
(Source: Tables 14 and 17)

BASE: FULL-TIME ADULT MANAGERIAL PERSONS, AUSTRALIA
(Source: Table 7)

BASE = \$539.50

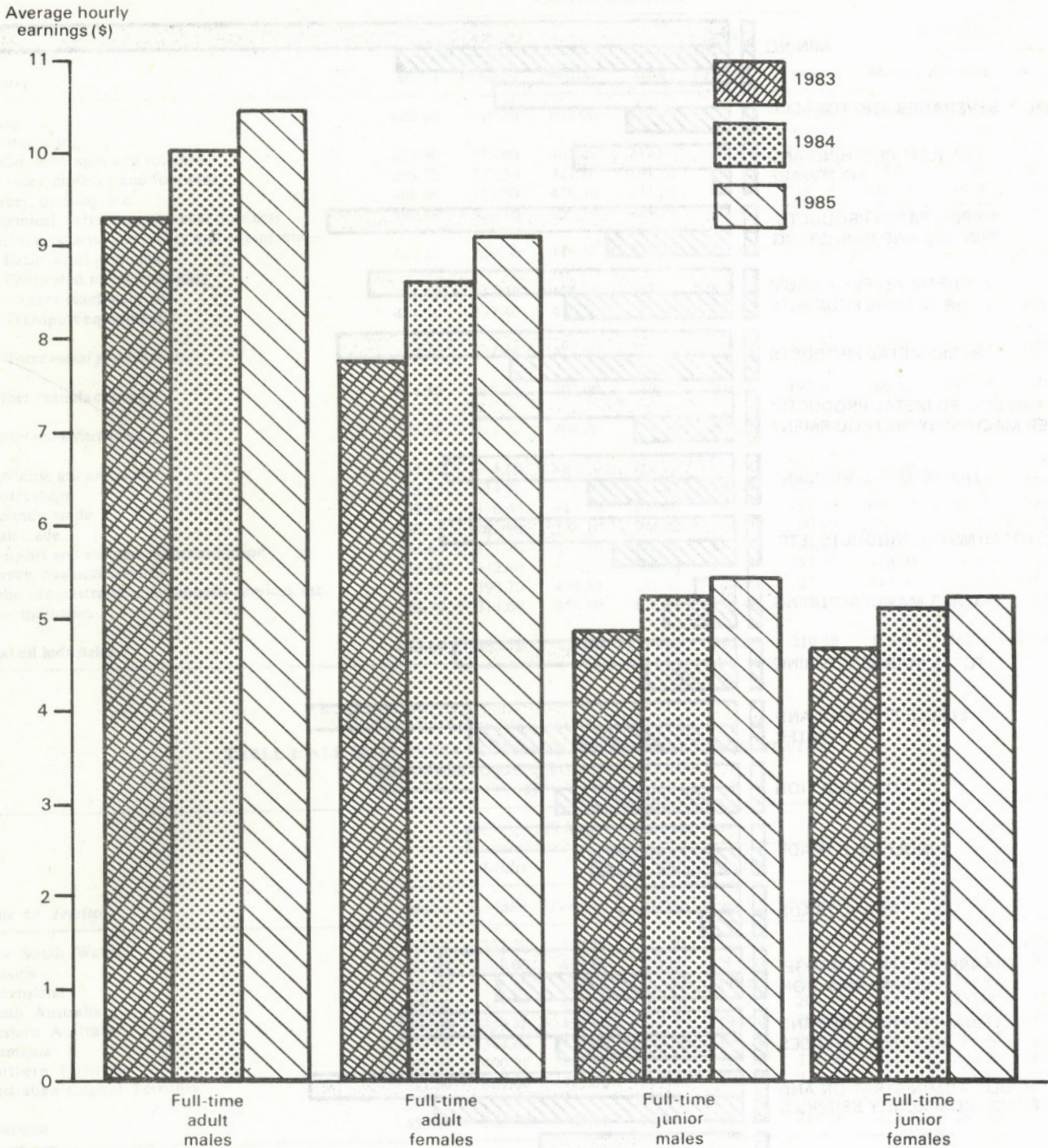


In November 1985 for example, average weekly earnings of full-time adult managerial males in the government sector in New South Wales was over 40% more than the base (average weekly earnings of full-time adult managerial persons, Australia), whereas average weekly earnings of full-time adult managerial females in the private sector in Queensland was about 40% below the base.

When comparing average weekly earnings for managerial employees between the private and government sectors, reference should be made to the note following Diagram 5.

Average hourly earnings

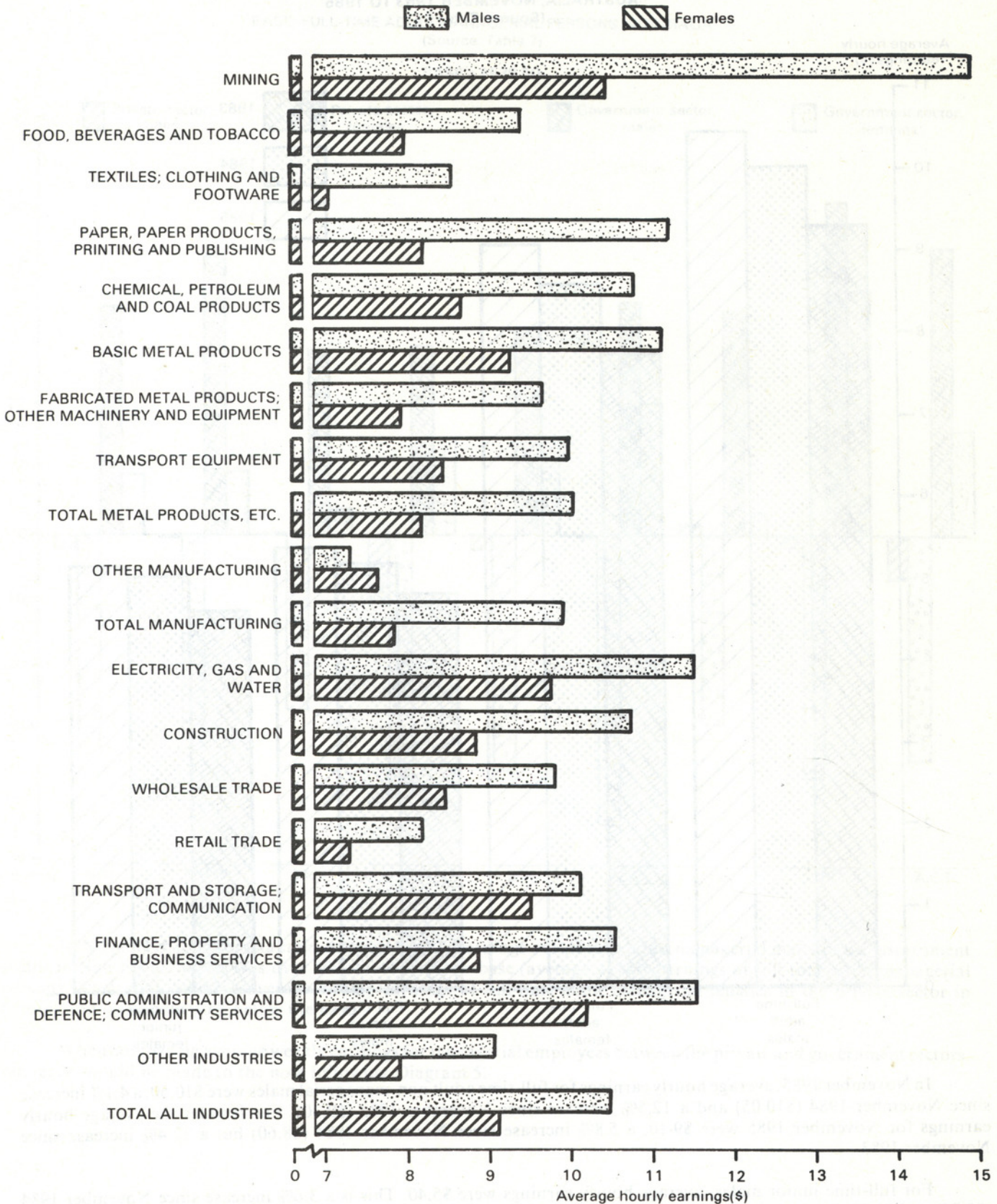
DIAGRAM 12. FULL-TIME NON-MANAGERIAL EMPLOYEES: AVERAGE HOURLY EARNINGS, AUSTRALIA, NOVEMBER 1983 TO 1985
(Source: Table 3)



In November 1985, average hourly earnings for full-time adult non-managerial males were \$10.50, a 4.1% increase since November 1984 (\$10.05) and a 12.5% increase since November 1983 (\$9.30). For females the average hourly earnings for November 1985 were \$9.10, a 5.8% increase since November 1984 (\$8.60) but a 17.4% increase since November 1983.

For full-time junior males, average hourly earnings were \$5.40. This is a 3.6% increase since November 1984 (\$5.20) and 11.5% increase since November 1983 (\$4.90). For females the November 1985 average hourly earnings were \$5.20, a 3.8% increase since November 1984 (\$5.05) and an increase of 12.0% since November 1983.

DIAGRAM 13. FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES: AVERAGE HOURLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1985
(Source: Table 8)



TABLES OF ALL EMPLOYEES (PRIVATE AND GOVERNMENT)

TABLE 1. ALL EMPLOYEES : AVERAGE WEEKLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1985
(\$)

Industry	Full-time employees								
	Adults			Juniors			All employees		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Mining	649.80	418.30	633.00	369.30	239.30	330.30	640.00	365.90	615.00
Manufacturing—									
Food, beverages and tobacco	422.90	325.80	401.20	217.60	196.30	211.70	400.10	269.10	363.50
Textiles; clothing and footwear	398.70	272.30	321.80	191.10	173.10	178.80	379.20	245.00	292.40
Paper, printing, etc.	468.00	334.60	429.60	233.00	199.40	218.70	426.70	284.90	379.90
Chemical, petroleum and coal products	490.40	352.10	455.30	228.10	217.40	224.50	481.20	325.20	437.10
Metal products, machinery and equipment—									
Basic metal products	488.50	363.50	479.10	256.20	217.00	252.80	474.90	339.20	463.70
Fabricated metal products; other machinery, etc.	425.30	313.30	405.70	212.50	232.10	214.60	402.20	286.70	379.80
Transport equipment	431.30	327.40	420.50	228.40	229.90	228.60	415.30	308.90	403.70
Total metal products, etc.	439.60	321.50	423.50	222.50	229.90	223.20	419.90	296.30	401.40
Other manufacturing	411.30	298.30	392.00	189.70	209.70	192.40	389.50	273.20	367.50
Total manufacturing	435.50	311.30	408.20	214.10	197.30	210.20	413.40	276.40	379.00
Electricity, gas and water	472.80	364.60	464.20	269.80	240.50	263.40	460.20	330.00	447.70
Construction	455.90	314.80	441.30	229.20	198.20	225.90	426.40	239.10	398.00
Wholesale trade	439.80	336.40	413.70	200.80	192.10	197.00	406.50	285.90	370.40
Retail trade	360.30	293.90	338.10	194.80	186.70	190.80	282.30	182.10	231.20
Transport and storage; communication	456.60	371.40	442.50	240.40	217.90	232.20	440.80	336.10	421.20
Finance, business services	466.10	342.80	417.30	220.90	210.70	213.50	419.00	261.60	339.00
Public administration, community services, etc.	486.30	390.70	439.50	231.70	224.10	227.10	447.90	305.40	365.10
Other industries	386.70	314.60	358.60	178.20	174.40	175.50	284.00	196.00	235.90
Total all industries	453.60	353.70	423.10	217.00	202.50	210.20	413.90	268.40	355.60

TABLE 2. ALL EMPLOYEES : AVERAGE WEEKLY EARNINGS, STATES
AND TERRITORIES, NOVEMBER 1985
(\$)

State or Territory	Full-time employees								
	Adults			Juniors			All employees		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
New South Wales	465.60	353.20	430.50	217.80	201.60	211.00	422.40	274.70	363.60
Victoria	452.00	361.00	422.80	224.00	211.00	217.40	421.40	283.50	365.40
Queensland	426.90	336.20	400.80	217.00	192.60	204.80	383.70	246.80	329.70
South Australia	429.80	347.00	407.50	202.10	212.00	206.40	386.30	252.00	332.90
Western Australia	460.60	353.30	430.90	213.30	196.00	204.80	421.70	242.20	348.00
Tasmania	442.70	344.60	414.20	214.30	197.20	205.20	407.20	248.70	341.00
Northern Territory	505.00	400.20	467.90	235.70	227.50	232.60	461.80	323.20	405.10
Australian Capital Territory	517.80	389.60	471.30	217.90	201.50	210.00	465.20	318.80	403.20
Australia	453.60	353.70	423.10	217.00	202.50	210.20	413.90	268.40	355.60

TABLE 3. FULL-TIME NON-MANAGERIAL EMPLOYEES : AVERAGE WEEKLY EARNINGS AND HOURS PAID FOR, INDUSTRIES, AUSTRALIA, NOVEMBER 1985

Industry	Males			Females			Persons		
	Average weekly earnings	Average weekly hours paid for	Average hourly earnings	Average weekly earnings	Average weekly hours paid for	Average hourly earnings	Average weekly earnings	Average weekly hours paid for	Average hourly earnings
	(\$)		(\$)	(\$)		(\$)	(\$)		(\$)
ADULT EMPLOYEES									
Mining	629.40	42.3	14.90	415.40	39.8	10.44	613.80	42.1	14.59
Manufacturing—									
Food, beverages and tobacco	397.60	42.3	9.40	320.50	40.0	8.01	379.30	41.8	9.08
Textiles; clothing and footwear	366.10	42.8	8.55	269.70	38.2	7.07	301.50	39.7	7.60
Paper, printing, etc.	451.80	40.3	11.20	327.20	39.9	8.21	414.50	40.2	10.31
Chemical, petroleum and coal products	453.00	42.0	10.79	338.50	38.8	8.72	421.40	41.1	10.25
Metal products, machinery and equipment—									
Basic metal products	464.80	41.8	11.11	354.50	38.2	9.28	456.40	41.6	10.98
Fabricated metal products; other machinery, etc.	406.90	42.0	9.68	309.60	39.1	7.93	389.00	41.5	9.37
Transport equipment	419.40	42.1	9.97	325.30	38.7	8.42	409.20	41.7	9.81
<i>Total metal products, etc.</i>	<i>422.50</i>	<i>42.0</i>	<i>10.06</i>	<i>317.80</i>	<i>38.9</i>	<i>8.18</i>	<i>407.80</i>	<i>41.6</i>	<i>9.81</i>
Other manufacturing	392.60	42.2	9.31	295.30	38.6	7.65	375.10	41.5	9.03
<i>Total manufacturing</i>	<i>415.10</i>	<i>42.0</i>	<i>9.89</i>	<i>306.20</i>	<i>39.0</i>	<i>7.85</i>	<i>389.90</i>	<i>41.3</i>	<i>9.45</i>
Electricity, gas and water	456.10	39.7	11.49	361.90	37.1	9.77	448.30	39.5	11.36
Construction	443.60	41.3	10.74	336.40	38.1	8.83	435.30	41.1	10.60
Wholesale trade	399.40	40.7	9.82	325.50	38.5	8.46	378.10	40.0	9.44
Retail trade	336.30	41.0	8.20	288.50	39.5	7.30	318.10	40.4	7.87
Transport and storage; communication	443.70	43.8	10.12	374.50	39.5	9.49	432.10	43.1	10.03
Finance, business services	415.10	39.4	10.55	338.10	38.1	8.88	378.90	38.8	9.78
Public administration, community services, etc.	444.20	38.5	11.54	381.30	37.5	10.17	411.70	38.0	10.84
Other industries	368.50	40.6	9.07	310.00	39.3	7.90	343.90	40.0	8.59
Total all industries	428.70	41.0	10.46	348.70	38.2	9.12	402.60	40.1	10.04
JUNIOR EMPLOYEES									
Mining	369.30	40.6	9.09	239.30	37.6	6.36	330.30	39.7	8.31
Manufacturing—									
Food, beverages and tobacco	217.60	39.4	5.52	196.30	37.6	5.23	211.70	38.9	5.44
Textiles; clothing and footwear	191.10	38.7	4.94	173.10	37.8	4.58	178.80	38.1	4.70
Paper, printing, etc.	233.00	39.9	5.84	199.40	37.0	5.39	218.70	38.7	5.65
Chemical, petroleum and coal products	228.10	40.4	5.65	217.40	37.9	5.74	224.50	39.5	5.68
Metal products, machinery and equipment—									
Basic metal products	256.20	37.6	6.82	217.00	38.6	5.63	252.80	37.7	6.71
Fabricated metal products; other machinery, etc.	212.50	39.6	5.36	232.10	38.9	5.97	214.60	39.6	5.42
Transport equipment	228.40	39.1	5.85	229.90	39.1	5.87	228.60	39.1	5.85
<i>Total metal products, etc.</i>	<i>222.50</i>	<i>39.2</i>	<i>5.67</i>	<i>229.90</i>	<i>38.9</i>	<i>5.91</i>	<i>223.20</i>	<i>39.2</i>	<i>5.69</i>
Other manufacturing	189.70	40.6	4.67	209.70	39.2	5.34	192.40	40.4	4.76
<i>Total manufacturing</i>	<i>214.10</i>	<i>39.6</i>	<i>5.41</i>	<i>197.30</i>	<i>38.0</i>	<i>5.19</i>	<i>210.20</i>	<i>39.2</i>	<i>5.36</i>
Electricity, gas and water	269.80	37.8	7.14	240.50	37.1	6.49	263.40	37.6	7.00
Construction	229.20	38.7	5.92	198.20	39.3	5.04	225.90	38.8	5.83
Wholesale trade	200.80	39.9	5.04	192.10	38.0	5.05	197.00	39.1	5.04
Retail trade	194.80	40.9	4.76	186.70	39.5	4.73	190.80	40.2	4.74
Transport and storage; communication	240.40	45.3	5.31	217.90	39.1	5.58	232.20	43.0	5.40
Finance, business services	220.90	39.0	5.66	210.70	38.3	5.50	213.50	38.5	5.55
Public administration, community services, etc.	231.70	39.6	5.85	224.10	37.6	5.95	227.10	38.4	5.91
Other industries	178.20	40.2	4.43	174.40	41.3	4.22	175.50	41.0	4.28
Total all industries	217.00	40.0	5.43	202.50	38.7	5.24	210.20	39.4	5.34

**TABLE 4. FULL-TIME NON-MANAGERIAL EMPLOYEES : AVERAGE WEEKLY EARNINGS
AND HOURS PAID FOR, STATES AND TERRITORIES, NOVEMBER 1985**

AVERAGE WEEKLY EARNINGS (\$)								
State or Territory	Full-time adult employees						Full-time junior employees	
	Average weekly overtime earnings		Average weekly ordinary time earnings		Average weekly total earnings		Average weekly total earnings	
	Males	Females	Males	Females	Males	Females	Males	Females
New South Wales	46.50	11.20	397.70	337.70	444.20	348.90	217.80	201.60
Victoria	43.20	10.50	380.30	341.90	423.50	352.40	224.00	211.00
Queensland	31.90	6.10	375.30	329.20	407.20	335.30	217.00	192.60
South Australia	32.20	7.30	371.10	335.10	403.20	342.30	202.10	212.00
Western Australia	44.00	6.40	393.10	345.10	437.10	351.50	213.30	196.00
Tasmania	36.10	6.10	380.60	333.30	416.60	339.30	214.30	197.20
Northern Territory	57.20	10.20	424.50	388.60	481.70	398.80	235.70	227.50
Australian Capital Territory	30.70	8.00	421.80	366.90	452.40	374.90	217.90	201.50
Australia	41.50	9.40	387.20	339.30	428.70	348.70	217.00	202.50

AVERAGE WEEKLY HOURS PAID FOR								
State or Territory	Full-time adult employees						Full-time junior employees	
	Average weekly overtime hours paid for		Average weekly ordinary time hours paid for		Average weekly total hours paid for		Average weekly total hours paid for	
	Males	Females	Males	Females	Males	Females	Males	Females
New South Wales	3.1	0.8	37.4	37.2	40.6	38.0	39.7	38.4
Victoria	3.0	0.9	37.9	37.5	41.0	38.4	39.1	38.1
Queensland	2.2	0.5	40.7	38.1	42.9	38.6	41.5	39.6
South Australia	2.4	0.6	37.8	37.4	40.1	38.0	39.8	38.6
Western Australia	3.0	0.5	38.2	38.3	41.1	38.8	40.8	39.1
Tasmania	2.3	0.5	37.6	36.6	39.9	37.0	39.6	39.0
Northern Territory	3.6	0.7	38.6	37.6	42.2	38.3	40.4	38.8
Australian Capital Territory	2.1	0.6	37.4	36.9	39.5	37.5	39.7	38.3
Australia	2.8	0.7	38.2	37.5	41.0	38.2	40.0	38.7

TABLE 5. FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES : AVERAGE WEEKLY OVERTIME AND ORDINARY TIME EARNINGS AND HOURS PAID FOR, INDUSTRIES, AUSTRALIA, NOVEMBER 1985

<i>Industry</i>	<i>Overtime earnings (\$)</i>	<i>Ordinary time earnings (\$)</i>	<i>Total earnings (\$)</i>	<i>Overtime hours paid for</i>	<i>Ordinary time hours paid for</i>	<i>Total hours paid for</i>
MALES						
Mining	99.50	530.00	629.40	5.8	36.5	42.3
Manufacturing—						
Food, beverages and tobacco	57.60	340.00	397.60	4.2	38.1	42.3
Textiles; clothing and footwear	51.10	315.00	366.10	*	38.0	42.8
Paper, printing, etc.	57.90	393.90	451.80	3.5	36.8	40.3
Chemical, petroleum and coal products	62.70	390.40	453.00	4.0	38.0	42.0
Metal products, machinery and equipment—						
Basic metal products	72.40	392.40	464.80	5.0	36.8	41.8
Fabricated metal products; other machinery, etc.	63.70	343.20	406.90	4.6	37.4	42.0
Transport equipment	66.50	352.90	419.40	4.7	37.4	42.1
<i>Total metal products, etc.</i>	66.30	356.20	422.50	4.7	37.3	42.0
Other manufacturing	59.80	332.80	392.60	4.5	37.6	42.2
<i>Total manufacturing</i>	62.20	352.90	415.10	4.5	37.5	42.0
Electricity, gas and water	39.50	416.60	456.10	2.5	37.2	39.7
Construction	50.50	393.00	443.60	3.4	37.9	41.3
Wholesale trade	31.70	367.70	399.40	2.2	38.4	40.7
Retail trade	19.40	316.80	336.30	1.6	39.4	41.0
Transport and storage; communication	47.90	395.80	443.70	3.3	40.5	43.8
Finance, business services	15.50	399.70	415.10	1.1	38.2	39.4
Public administration, community services, etc.	17.90	426.30	444.20	1.0	37.5	38.5
Other industries	22.10	346.40	368.50	1.6	39.1	40.6
Total all industries	41.50	387.20	428.70	2.8	38.2	41.0
FEMALES						
Mining	29.70	385.70	415.40	*	37.8	39.8
Manufacturing—						
Food, beverages and tobacco	26.40	294.10	320.50	2.2	37.8	40.0
Textiles; clothing and footwear	*	258.50	269.70	*	37.1	38.2
Paper, printing, etc.	15.80	311.40	327.20	1.4	38.5	39.9
Chemical, petroleum and coal products	*	314.00	338.50	*	37.5	38.8
Metal products, machinery and equipment—						
Basic metal products	20.60	333.90	354.50	1.6	36.7	38.2
Fabricated metal products; other machinery, etc.	*	285.80	309.60	*	37.0	39.1
Transport equipment	28.10	297.20	325.30	2.6	36.1	38.7
<i>Total metal products, etc.</i>	24.50	293.30	317.80	2.1	36.7	38.9
Other manufacturing	*	279.20	295.30	*	37.2	38.6
<i>Total manufacturing</i>	19.40	286.80	306.20	1.6	37.4	39.0
Electricity, gas and water	7.60	354.30	361.90	0.6	36.5	37.1
Construction	*	332.10	336.40	*	37.8	38.1
Wholesale trade	9.90	315.70	325.50	*	37.7	38.5
Retail trade	9.50	279.00	288.50	0.8	38.7	39.5
Transport and storage; communication	23.70	350.80	374.50	1.6	37.9	39.5
Finance, business services	6.00	332.10	338.10	0.5	37.6	38.1
Public administration, community services, etc.	4.30	377.10	381.30	0.3	37.2	37.5
Other industries	*	297.60	310.00	*	38.2	39.3
Total all industries	9.40	339.30	348.70	0.7	37.5	38.2

**TABLE 6. FULL-TIME ADULT MANAGERIAL, EXECUTIVE, ETC. EMPLOYEES :
AVERAGE WEEKLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1985
(\$)**

Industry	Average weekly earnings		
	Males	Females	Persons
Mining	832.80	445.70	805.30
Manufacturing—			
Food, beverages and tobacco	589.00	402.30	565.80
Textiles; clothing and footwear	481.00	312.60	439.50
Paper, printing, etc.	554.10	392.40	517.80
Chemical, petroleum and coal products	637.50	466.00	611.50
Metal products, machinery and equipment—			
Basic metal products	729.70	488.60	715.80
Fabricated metal products; other machinery, etc.	531.60	350.90	510.90
Transport equipment	596.30	423.70	590.10
<i>Total metal products, etc.</i>	<i>574.40</i>	<i>368.70</i>	<i>555.30</i>
Other manufacturing	547.90	346.10	529.50
<i>Total manufacturing</i>	<i>567.30</i>	<i>375.10</i>	<i>541.40</i>
Electricity, gas and water	751.20	590.30	748.40
Construction	513.00	283.50	464.90
Wholesale trade	549.00	412.40	530.50
Retail trade	412.00	320.20	392.50
Transport and storage; communication	581.40	339.30	543.80
Finance, business services	576.30	402.00	553.20
Public administration, community services, etc.	708.70	529.30	659.30
Other industries	438.70	338.00	409.90
Total all industries	569.80	406.40	539.50

**TABLE 7. FULL-TIME ADULT MANAGERIAL, EXECUTIVE, ETC. EMPLOYEES: AVERAGE WEEKLY EARNINGS,
STATES AND TERRITORIES, NOVEMBER 1985
(\$)**

State or Territory	Males	Females	Persons
New South Wales	573.90	398.20	540.00
Victoria	572.40	439.20	546.20
Queensland	519.10	346.00	489.30
South Australia	565.00	404.30	541.90
Western Australia	580.00	369.70	540.00
Tasmania	607.60	455.30	589.50
Northern Territory	612.10	414.40	569.90
Australian Capital Territory	686.60	508.70	653.90
Australia	569.80	406.40	539.50

**TABLE 8. PART-TIME ADULT EMPLOYEES : AVERAGE EARNINGS
AND HOURS PAID FOR, STATES AND TERRITORIES, NOVEMBER 1985**

State or Territory	Average weekly earnings (\$)			Average weekly hours paid for			Average hourly earnings (\$)		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
New South Wales	168.60	166.60	167.20	16.1	16.9	16.7	10.50	9.90	10.00
Victoria	176.60	165.30	167.60	15.4	16.9	16.6	11.50	9.80	10.10
Queensland	133.60	149.20	145.20	16.6	18.0	17.6	8.10	8.30	8.30
South Australia	154.10	168.30	165.10	15.1	19.4	18.4	10.20	8.70	9.00
Western Australia	158.80	137.30	141.00	14.9	16.4	16.1	10.70	8.40	8.80
Tasmania	186.20	153.70	159.90	18.3	15.8	16.3	10.20	9.70	9.80
Northern Territory	176.00	154.50	161.10	20.0	17.4	18.2	8.80	8.90	8.90
Australian Capital Territory	148.30	185.50	174.40	14.5	18.6	17.4	10.20	10.00	10.10
Australia	161.60	160.40	160.70	15.9	17.3	17.0	10.20	9.30	9.50

TABLES OF EMPLOYEES IN THE PRIVATE SECTOR

TABLE 9. ALL EMPLOYEES IN THE PRIVATE SECTOR : AVERAGE WEEKLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1985
(\$)

Industry	Full-time employees						All employees		
	Adults			Juniors					
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Mining	652.70	418.00	634.60	370.90	238.40	328.90	642.80	365.50	615.90
Manufacturing—									
Food, beverages and tobacco	423.80	325.90	401.60	217.20	196.10	211.20	401.80	296.50	364.40
Textiles; clothing and footwear	398.90	272.30	322.10	191.00	173.20	178.80	379.30	244.70	292.30
Paper, printing, etc.	468.60	334.20	429.80	232.90	198.10	217.90	426.00	283.30	378.70
Chemical, petroleum and coal products	494.90	353.30	459.70	236.80	219.70	230.40	486.50	324.70	441.20
Metal products, machinery and equipment—									
Basic metal products	488.50	363.50	479.20	256.20	217.00	252.80	474.90	339.30	463.80
Fabricated metal products; other machinery, etc.	426.10	312.70	406.10	212.40	232.60	214.60	402.80	285.70	379.90
Transport equipment	431.50	324.30	418.00	227.90	228.20	227.90	414.80	306.10	400.50
Total metal products, etc.	441.10	320.50	423.70	222.00	230.00	222.80	420.90	295.00	400.90
Other manufacturing	411.80	298.20	392.30	188.70	209.40	191.60	389.70	273.10	367.60
Total manufacturing	436.30	310.70	408.00	213.20	196.80	209.30	413.80	275.40	378.10
Electricity, gas and water	486.90	360.70	470.10	264.30	221.00	251.80	476.40	333.70	454.90
Construction	459.90	302.80	443.70	226.50	184.10	223.00	425.10	223.40	393.30
Wholesale trade	439.90	336.50	413.80	200.90	191.90	197.00	406.30	285.60	370.20
Retail trade	360.40	293.90	338.10	194.70	186.70	190.80	282.20	182.00	231.10
Transport and storage; communication	459.50	337.40	433.80	202.70	206.90	205.00	424.10	297.10	393.90
Finance, business services	467.20	345.60	420.10	222.90	209.90	213.20	417.20	258.60	337.20
Public administration, community services, etc.	465.20	353.70	390.00	229.40	202.90	217.00	381.40	245.10	276.80
Other industries	372.60	308.10	346.70	176.20	173.50	174.30	267.20	191.50	225.20
Total all industries	442.40	326.10	408.60	211.10	195.20	203.90	394.30	237.60	330.90

TABLE 10. ALL EMPLOYEES IN THE PRIVATE SECTOR : AVERAGE WEEKLY EARNINGS, STATES AND TERRITORIES, NOVEMBER 1985
(\$)

State or Territory	Full-time employees						All employees		
	Adults			Juniors					
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
New South Wales	457.00	333.80	419.80	213.30	195.90	206.20	403.60	248.20	340.80
Victoria	440.30	332.80	406.20	215.00	203.50	209.20	404.10	255.90	343.90
Queensland	416.40	303.10	384.10	209.20	183.30	196.60	365.60	215.70	303.00
South Australia	414.10	311.80	390.90	199.60	207.80	202.90	362.00	216.30	306.40
Western Australia	461.20	317.00	426.50	209.40	187.40	198.90	414.30	204.80	329.40
Tasmania	426.50	310.00	394.40	205.30	188.10	196.10	384.00	218.30	313.30
Northern Territory	496.60	331.30	454.00	235.30	228.90	233.10	437.70	246.00	369.20
Australian Capital Territory	433.20	322.40	403.20	211.00	179.50	197.70	346.30	218.70	295.80
Australia	442.40	326.10	408.60	211.10	195.20	203.90	394.30	237.60	330.90

TABLE 11. FULL-TIME NON-MANAGERIAL EMPLOYEES IN THE PRIVATE SECTOR: AVERAGE WEEKLY OVERTIME AND ORDINARY TIME EARNINGS AND HOURS PAID FOR, INDUSTRIES, AUSTRALIA, NOVEMBER 1985

Industry	Full-time adult employees						Full-time junior employees	
	Overtime earnings	Overtime hours paid for	Ordinary time earnings	Ordinary time hours paid for	Total earnings	Total hours paid for	Total earnings	Total hours paid for
MALES								
	(\$)		(\$)		(\$)		(\$)	
Mining	103.60	6.1	527.20	36.5	630.70	42.5	370.90	40.8
Manufacturing—								
Food, beverages and tobacco	57.90	4.2	340.20	38.1	398.10	42.3	217.20	39.3
Textiles; clothing and footwear	51.40	*	315.00	38.0	366.40	42.9	191.00	38.7
Paper, printing, etc.	58.10	3.6	393.90	36.7	452.00	40.2	232.90	39.9
Chemical, petroleum and coal products	65.70	4.2	391.90	38.0	457.60	42.2	236.80	41.4
Metal products, machinery and equipment—								
Basic metal products	72.50	5.0	392.40	36.8	464.90	41.8	256.20	37.6
Fabricated metal products; other machinery, etc.	65.70	4.7	341.70	37.4	407.30	42.2	212.40	39.7
Transport equipment	75.10	5.3	342.00	36.8	417.10	42.1	227.90	39.0
Total metal products, etc.	69.60	5.0	353.30	37.1	422.80	42.1	222.00	39.3
Other manufacturing	60.20	4.6	332.70	37.6	392.90	42.2	188.70	40.6
Total manufacturing	63.80	4.6	351.30	37.4	415.10	42.0	213.20	39.6
Electricity, gas and water	53.40	4.4	415.40	36.4	468.80	40.8	264.30	39.8
Construction	60.10	4.1	391.40	38.1	451.50	42.1	226.50	38.7
Wholesale trade	31.80	2.2	367.90	38.4	399.70	40.7	200.90	39.9
Retail trade	19.50	1.6	316.90	39.4	336.30	41.0	194.70	40.9
Transport and storage; communication	74.70	5.6	366.00	48.8	440.60	54.4	202.70	*
Finance, business services	16.40	1.2	399.00	38.2	415.40	39.3	222.90	38.8
Public administration, community services, etc.	*	*	386.80	37.5	413.50	39.1	229.40	41.6
Other industries	*	*	331.00	39.4	352.10	41.0	176.20	40.3
Total all industries	51.00	3.6	367.30	38.5	418.30	42.1	211.10	40.4
FEMALES								
	(\$)		(\$)		(\$)		(\$)	
Mining	29.90	*	385.00	37.8	414.90	39.8	238.40	37.6
Manufacturing—								
Food, beverages and tobacco	26.30	2.2	294.20	37.8	320.50	40.0	196.10	37.6
Textiles; clothing and footwear	*	*	258.30	37.1	269.70	38.2	173.20	37.8
Paper, printing, etc.	15.20	1.3	311.20	38.5	326.40	39.8	198.10	37.0
Chemical, petroleum and coal products	*	*	311.80	37.3	338.10	38.8	219.70	37.8
Metal products, machinery and equipment—								
Basic metal products	20.60	1.6	333.90	36.7	354.50	38.2	217.00	38.6
Fabricated metal products; other machinery, etc.	*	*	284.50	37.0	308.80	39.1	232.60	38.9
Transport equipment	29.90	2.7	292.00	36.3	321.90	39.0	228.20	38.3
Total metal products, etc.	25.10	2.2	291.40	36.8	316.50	39.0	230.00	38.8
Other manufacturing	*	*	279.10	37.2	295.20	38.6	209.40	39.3
Total manufacturing	19.60	1.6	285.80	37.4	305.30	39.0	196.80	38.0
Electricity, gas and water	11.00	0.8	346.90	37.3	357.90	38.1	221.00	38.5
Construction	*	*	322.10	38.5	326.70	38.9	184.10	40.5
Wholesale trade	9.90	*	315.70	37.7	325.60	38.5	191.90	38.0
Retail trade	9.50	0.8	279.00	38.7	288.50	39.5	186.70	39.5
Transport and storage; communication	*	*	328.30	39.3	344.90	40.6	206.90	40.1
Finance, business services	6.90	0.5	333.80	37.4	340.70	37.9	209.90	37.9
Public administration, community services, etc.	*	*	342.60	37.8	345.40	38.1	202.90	38.5
Other industries	*	*	290.50	38.4	303.00	39.5	173.50	41.4
Total all industries	11.30	0.9	309.90	37.8	321.20	38.7	195.20	38.9

TABLE 12. FULL-TIME NON-MANAGERIAL EMPLOYEES IN THE PRIVATE SECTOR: AVERAGE WEEKLY EARNINGS AND HOURS PAID FOR, STATES AND TERRITORIES, NOVEMBER 1985

State or Territory	AVERAGE WEEKLY EARNINGS (\$)							
	Full-time adult employees						Full-time junior employees	
	Average weekly overtime earnings		Average weekly ordinary time earnings		Average weekly total earnings		Average weekly total earnings	
	Males	Females	Males	Females	Males	Females	Males	Females
New South Wales	53.90	12.70	381.20	316.10	435.10	328.80	213.30	195.90
Victoria	54.10	12.70	356.40	312.40	410.50	325.10	215.00	203.50
Queensland	38.70	7.00	357.20	293.30	395.90	300.20	209.20	183.30
South Australia	40.20	10.50	346.40	297.40	386.60	307.90	199.60	207.80
Western Australia	58.20	7.60	383.10	312.90	441.30	320.50	209.40	187.40
Tasmania	49.20	7.80	354.20	298.20	403.30	306.00	205.30	188.10
Northern Territory	92.90	*	394.40	317.00	487.30	330.10	235.30	228.90
Australian Capital Territory	*	*	365.30	303.00	406.50	313.80	211.00	179.50
Australia	51.00	11.30	367.30	309.90	418.30	321.20	211.10	195.20

State or Territory	AVERAGE WEEKLY HOURS PAID FOR							
	Full-time adult employees						Full-time junior employees	
	Average weekly overtime hours paid for		Average weekly ordinary time hours paid for		Average weekly total hours paid for		Average weekly total hours paid for	
	Males	Females	Males	Females	Males	Females	Males	Females
New South Wales	3.8	1.0	37.7	37.7	41.5	38.7	40.1	38.7
Victoria	3.9	1.1	37.9	37.4	41.8	38.5	39.2	38.1
Queensland	2.7	0.7	42.8	38.6	45.5	39.3	42.3	40.1
South Australia	3.0	0.9	37.6	37.4	40.6	38.3	40.0	38.6
Western Australia	4.0	0.6	38.2	38.7	42.2	39.3	41.0	39.3
Tasmania	3.2	0.7	38.0	37.7	41.3	38.4	40.3	39.3
Northern Territory	5.9	*	39.5	38.5	45.5	39.6	41.0	39.2
Australian Capital Territory	3.2	*	38.3	38.1	41.4	39.1	40.1	39.0
Australia	3.6	0.9	38.5	37.8	42.1	38.7	40.4	38.9

TABLE 13. FULL-TIME ADULT MANAGERIAL, EXECUTIVE, ETC. EMPLOYEES IN THE PRIVATE SECTOR: AVERAGE WEEKLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1985
(\$)

Industry	Average weekly earnings		
	Males	Females	Persons
Mining	835.00	445.70	806.80
Manufacturing—			
Food, beverages and tobacco	589.20	402.70	565.90
Textiles; clothing and footwear	480.30	312.40	438.90
Paper, printing, etc.	552.60	392.40	516.40
Chemical, petroleum and coal products	639.10	475.10	614.20
Metal products, machinery and equipment—			
Basic metal products	729.70	488.80	715.90
Fabricated metal products; other machinery, etc.	530.60	350.80	509.90
Transport equipment	587.80	423.10	581.30
Total metal products, etc.	572.00	368.50	552.80
Other manufacturing	547.90	345.80	529.40
Total manufacturing	565.90	375.50	540.10
Electricity, gas and water	685.50	455.60	674.00
Construction	491.70	280.90	444.70
Wholesale trade	547.70	411.40	529.20
Retail trade	412.00	320.10	392.40
Transport and storage; communication	537.70	309.30	487.00
Finance, business services	565.50	394.90	541.60
Public administration, community services, etc.	569.50	430.30	516.70
Other industries	422.90	331.60	396.20
Total all industries	528.40	361.00	497.10

TABLE 14. FULL-TIME ADULT MANAGERIAL, EXECUTIVE, ETC. EMPLOYEES IN THE PRIVATE SECTOR: AVERAGE WEEKLY EARNINGS, STATES AND TERRITORIES, NOVEMBER 1985
(\$)

State or Territory	Males	Females	Persons
New South Wales	537.60	370.30	504.40
Victoria	540.10	394.00	513.10
Queensland	482.00	321.10	451.80
South Australia	526.20	343.20	500.40
Western Australia	539.10	297.10	492.80
Tasmania	546.20	382.20	528.60
Northern Territory	527.20	336.00	482.10
Australian Capital Territory	501.20	351.80	467.10
Australia	528.40	361.00	497.10

TABLES OF EMPLOYEES IN THE GOVERNMENT SECTOR

TABLE 15. ALL EMPLOYEES : AVERAGE WEEKLY EARNINGS, STATES AND TERRITORIES, NOVEMBER 1985
(\$)

State or Territory	Full-time employees								
	Adults			Juniors			All employees		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
New South Wales	482.00	384.80	449.70	243.50	225.90	235.00	463.00	337.10	414.60
Victoria	474.20	412.10	453.90	255.60	234.70	244.60	456.70	339.70	409.20
Queensland	443.50	386.30	426.70	247.20	220.70	232.70	415.70	320.40	382.40
South Australia	460.50	385.70	435.00	217.00	223.90	221.10	441.20	318.00	388.20
Western Australia	459.50	393.80	437.60	231.50	227.30	229.20	435.80	308.90	382.40
Tasmania	462.30	380.50	437.10	245.90	229.90	237.40	438.80	294.20	380.30
Northern Territory	514.80	436.10	480.30	237.00	224.90	231.40	494.80	390.00	445.80
Australian Capital Territory	557.90	407.40	497.80	238.40	232.90	235.10	541.30	372.10	466.80
Australia	472.90	394.80	447.10	244.00	227.40	235.20	452.10	332.00	404.50

TABLE 16. FULL-TIME NON-MANAGERIAL EMPLOYEES IN THE GOVERNMENT SECTOR: AVERAGE WEEKLY EARNINGS AND HOURS PAID FOR, STATES AND TERRITORIES, NOVEMBER 1985

AVERAGE WEEKLY EARNINGS (\$)								
State or Territory	Full-time adult employees						Full-time junior employees	
	Average weekly overtime earnings		Average weekly ordinary time earnings		Average weekly total earnings		Average weekly total earnings	
	Males	Females	Males	Females	Males	Females	Males	Females
New South Wales	34.60	9.10	424.10	369.60	458.70	378.70	243.50	225.90
Victoria	24.90	6.60	420.10	393.30	445.00	399.90	255.60	234.70
Queensland	22.90	4.90	398.90	377.00	421.90	381.80	247.20	220.70
South Australia	18.10	4.00	414.00	373.40	432.10	377.40	217.00	223.90
Western Australia	21.90	*	408.60	376.90	430.40	382.10	231.50	227.30
Tasmania	21.10	4.20	410.70	369.20	431.80	373.40	245.90	229.90
Northern Territory	20.70	9.00	455.30	419.00	475.90	428.00	237.00	224.90
Australian Capital Territory	25.70	7.40	448.40	381.10	474.10	388.50	238.40	232.90
Australia	27.00	6.90	417.50	378.80	444.50	385.70	244.00	227.40

AVERAGE WEEKLY HOURS PAID FOR								
State or Territory	Full-time adult employees						Full-time junior employees	
	Average weekly overtime hours paid for		Average weekly ordinary time hours paid for		Average weekly total hours paid for		Average weekly total hours paid for	
	Males	Females	Males	Females	Males	Females	Males	Females
New South Wales	2.1	0.6	36.9	36.5	39.1	37.1	37.4	37.4
Victoria	1.7	0.5	38.0	37.7	39.6	38.2	38.7	38.2
Queensland	1.5	0.3	38.0	37.4	39.5	37.7	38.3	38.0
South Australia	1.1	0.3	38.2	37.4	39.3	37.7	38.5	38.6
Western Australia	1.3	*	38.1	37.9	39.4	38.3	39.4	38.4
Tasmania	1.2	0.3	37.1	35.4	38.3	35.6	37.4	38.1
Northern Territory	1.2	0.5	37.6	37.2	38.8	37.7	38.3	38.0
Australian Capital Territory	1.5	0.5	37.0	36.6	38.5	37.1	38.5	37.2
Australia	1.7	0.5	37.6	37.1	39.3	37.6	38.2	38.0

TABLE 17. FULL-TIME ADULT MANAGERIAL, EXECUTIVE, ETC. EMPLOYEES IN THE GOVERNMENT SECTOR: AVERAGE WEEKLY EARNINGS, STATES AND TERRITORIES, NOVEMBER 1985
(\$)

State or Territory	Males	Females	Persons
New South Wales	770.10	591.30	741.20
Victoria	691.60	560.30	660.30
Queensland	695.80	619.40	688.80
South Australia	709.70	615.40	695.50
Western Australia	730.50	647.50	715.10
Tasmania	722.90	556.50	699.60
Northern Territory	814.00	739.40	802.20
Australian Capital Territory	775.80	625.90	751.80
Australia	728.40	590.20	703.70



AUSTRALIAN BUREAU OF STATISTICS

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of Statistics in your
State or Territory (for
the address and telephone
number see below)

SURVEY OF AVERAGE WEEKLY EARNINGS WEEK ENDING 15 NOVEMBER 1985

The Survey of Average Weekly Earnings is an Australia wide survey covering a sample of approximately 4,000 private and government organisations. The survey collects information which is essential for producing estimates of **average weekly earnings**, a key economic indicator used by a wide range of private and government organisations in monitoring certain aspects of the Australian economy and in formulating economic policy.

This return is collected under the authority of the *Census and Statistics Act 1905* which provides for the compulsory furnishing of a completed return. Individual returns remain confidential to the Australian Bureau of Statistics (ABS) and statistics are only released in the form of aggregated data.

- **DUE DATE** — Please complete the questions on page 2 and return this form in the reply paid envelope to reach the ABS **NOT LATER THAN 29 NOVEMBER 1985**.
- **ESTIMATES** — Where actual figures are not available, please supply careful estimates.
- **INSTRUCTIONS** — Information to be furnished in the return relates to all employees of the enterprise named above, including those employees paid from overseas.
The duplicate copy on page 4 should be completed and retained for your own records and to assist in the resolution of any queries raised by this Office.
- **ASSISTANCE** — If you require further information or are experiencing particular difficulties in completing any part of the form, please contact the ABS on one of the telephone numbers below. Reverse charge calls will be accepted.

Australian Statistician

STATE	POSTAL ADDRESS		
ACT	Box 10, PO Belconnen 2616	Mr Tony Gilbert	062/526694
NSW	Box 796, GPO Sydney 2001	Labour Section	02/2684370
VIC	Box 2796Y, GPO Melbourne 3001	Survey of Average Weekly Earnings	03/630181
QLD	Box 1160, GPO Brisbane 4000	Survey of Average Weekly Earnings	07/2226273
WA	Box K881, GPO Perth 6000	Survey of Average Weekly Earnings	09/3235336
SA	Box 2272, GPO Adelaide 5001	Mr John Kemp	08/2289324
TAS	Box 66A, GPO Hobart 7001	Mrs Sharron Innis	002/209452
NT	Box 3796, GPO Darwin 5794	Manpower Section	089/815222

IN CONFIDENCE

SURVEY OF AVERAGE WEEKLY EARNINGS WEEK ENDING 15 NOVEMBER 1985

Questions on this page relate to paid employees of the enterprise named on page 1 during the last pay-period ending on or before 15 November 1985, including those paid from overseas. If the normal pay-period is not a week, include only one week's proportion.

Please read carefully the instructions and definitions on pages 1 and 3 before completing this page and returning it in the post-free envelope by 29 November 1985.

Please complete all items and indicate **NIL** if applicable.

NUMBER OF EMPLOYEES		
	MALES	FEMALES
FULL-TIME ADULTS—MANAGERIAL	MA <input style="width: 150px;" type="text"/>	FA <input style="width: 150px;" type="text"/>
FULL-TIME ADULTS—NON-MANAGERIAL	MB <input style="width: 150px;" type="text"/>	FB <input style="width: 150px;" type="text"/>
FULL-TIME JUNIORS	MC <input style="width: 150px;" type="text"/>	FC <input style="width: 150px;" type="text"/>
PART-TIME ADULTS	MD <input style="width: 150px;" type="text"/>	FD <input style="width: 150px;" type="text"/>
PART-TIME JUNIORS	ME <input style="width: 150px;" type="text"/>	FE <input style="width: 150px;" type="text"/>
TOTAL EMPLOYEES	MF <input style="width: 150px;" type="text"/>	FF <input style="width: 150px;" type="text"/>

WEEKLY OVERTIME EARNINGS (TO NEAREST DOLLAR)	
FULL-TIME ADULTS—NON-MANAGERIAL	<div style="display: flex; justify-content: space-between;"> <div>MG \$ <input style="width: 150px;" type="text"/></div> <div>FG \$ <input style="width: 150px;" type="text"/></div> </div>

TOTAL GROSS WEEKLY EARNINGS (TO NEAREST DOLLAR) (Including Weekly Overtime Earnings)	
FULL-TIME ADULTS—MANAGERIAL (ensure that any overtime earnings of managerial staff are included)	<div style="display: flex; justify-content: space-between;"> <div>MH \$ <input style="width: 150px;" type="text"/></div> <div>FH \$ <input style="width: 150px;" type="text"/></div> </div>
FULL-TIME ADULTS—NON-MANAGERIAL	<div style="display: flex; justify-content: space-between;"> <div>MJ \$ <input style="width: 150px;" type="text"/></div> <div>FJ \$ <input style="width: 150px;" type="text"/></div> </div>
FULL-TIME JUNIORS	<div style="display: flex; justify-content: space-between;"> <div>MK \$ <input style="width: 150px;" type="text"/></div> <div>FK \$ <input style="width: 150px;" type="text"/></div> </div>
PART-TIME ADULTS	<div style="display: flex; justify-content: space-between;"> <div>ML \$ <input style="width: 150px;" type="text"/></div> <div>FL \$ <input style="width: 150px;" type="text"/></div> </div>
PART-TIME JUNIORS	<div style="display: flex; justify-content: space-between;"> <div>MM \$ <input style="width: 150px;" type="text"/></div> <div>FM \$ <input style="width: 150px;" type="text"/></div> </div>
TOTAL EMPLOYEES	<div style="display: flex; justify-content: space-between;"> <div>MN \$ <input style="width: 150px;" type="text"/></div> <div>FN \$ <input style="width: 150px;" type="text"/></div> </div>

WEEKLY OVERTIME HOURS PAID FOR (TO NEAREST HOUR)	
FULL-TIME ADULTS—NON-MANAGERIAL	<div style="display: flex; justify-content: space-between;"> <div>MP <input style="width: 150px;" type="text"/></div> <div>FP <input style="width: 150px;" type="text"/></div> </div>

TOTAL WEEKLY HOURS PAID FOR (Including Weekly Overtime Hours) (TO NEAREST HOUR)	
FULL-TIME ADULTS—NON-MANAGERIAL	<div style="display: flex; justify-content: space-between;"> <div>MR <input style="width: 150px;" type="text"/></div> <div>FR <input style="width: 150px;" type="text"/></div> </div>
FULL-TIME JUNIORS	<div style="display: flex; justify-content: space-between;"> <div>MT <input style="width: 150px;" type="text"/></div> <div>FT <input style="width: 150px;" type="text"/></div> </div>
PART-TIME ADULTS	<div style="display: flex; justify-content: space-between;"> <div>MU <input style="width: 150px;" type="text"/></div> <div>FU <input style="width: 150px;" type="text"/></div> </div>
PART-TIME JUNIORS	<div style="display: flex; justify-content: space-between;"> <div>MV <input style="width: 150px;" type="text"/></div> <div>FV <input style="width: 150px;" type="text"/></div> </div>

COMMENTS

Please comment on any unusual features affecting this return (e.g. unusually high or low earnings or employment).

Name of person to be contacted if any queries arise regarding the return:

Mr Phone number / Date Signature
 Mrs
 Miss BLOCK LETTERS STD Code Number
 Ms

PLEASE NOTE: The reference period for the next survey will be the **LAST PAY-PERIOD ENDING ON OR BEFORE 21 FEBRUARY 1986.**

TECHNICAL NOTE

Introduction

Since the estimates in this publication are based on information obtained from a sample of employers they are subject to sampling variability; that is, they may differ from the figures that would have been produced if all employers had been included in the survey. The extent of the detail published has been determined after considering estimated measures of sampling variability.

Reliability of the estimates

2. One measure of the sampling variability is given by the *standard error*, which indicates the extent to which an estimate might have varied by chance because only a sample of employers was included. There are about two chances in three that a sample estimate will differ by less than one standard error from the figure that would have been obtained had all employers been included, and about nineteen chances in twenty that the difference will be less than two standard errors.

3. The standard error can also be expressed as a percentage of the estimate and this is known as the *relative standard error*. The table below sets out approximate relative standard errors for a selection of average weekly earnings estimates.

4. An example of the use of this table is as follows: the estimate of average weekly earnings for adult male full-time non-managerial employees (all industries) in Australia is shown in Table 3 as \$428.70. The approximate relative standard error of this estimate is 0.4 per cent (or approximately \$1.70 rounded to the nearest ten cents). There are two chances in three that a complete collection would give a figure within the range \$427.00 to \$430.40 and nineteen chances in twenty that the figure would be within the range \$425.30 to \$432.10.

5. Estimates with a relative standard error greater than 15 per cent have not been included in this publication, except for estimates of overtime earnings and hours. Estimates of overtime earnings and hours are included if their relative standard errors are less than 15 per cent, or between 15 per cent and 20 per cent providing their standard errors are less than \$3.00 or 0.5 hours respectively.

6. The relative standard errors of the estimates of average weekly overtime earnings and hours, and of average weekly earnings and hours for part-time employees, are generally less than 10 per cent. Those relating to the private sector only are generally slightly higher than those for the private and government sectors combined.

7. The relative standard errors of average weekly ordinary time hours and average weekly total hours are generally much lower than the corresponding figures shown in the table for average weekly ordinary time earnings and average weekly total earnings. In the case of average weekly overtime hours, the standard error percentages approximate those shown for average weekly overtime earnings.

8. The imprecision due to sampling variability, which is measured by the standard error, should not be confused with inaccuracies that may occur because of imperfections in reporting by respondents. Inaccuracies of this kind are referred to as *non-sampling errors*, and they may occur in any enumeration, whether it be a full count or only a sample. Efforts are made to reduce non-sampling errors by careful design of questionnaires and detailed checking of completed returns.

APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS,
FULL-TIME EMPLOYEES, ALL INDUSTRIES, AUSTRALIA, NOVEMBER 1985
(Per cent)

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.
AVERAGE WEEKLY EARNINGS, PRIVATE FULL-TIME MANAGERIAL, ETC. EMPLOYEES									
Males	1.7	2.2	2.5	2.8	4.0	3.4	3.4	5.4	1.0
Females	3.7	5.0	5.3	7.1	6.1	5.5	7.5	9.6	2.3
AVERAGE WEEKLY EARNINGS, ALL FULL-TIME NON-MANAGERIAL EMPLOYEES									
Adult males—									
Overtime earnings	3.1	4.6	3.6	5.6	8.5	4.9	7.8	7.3	2.1
Ordinary time earnings	0.6	0.6	0.7	0.8	0.9	0.7	1.1	1.0	0.3
Total earnings	0.7	0.6	0.8	0.9	1.1	0.7	1.4	1.0	0.4
Junior males—									
Total earnings	1.8	2.6	2.0	1.8	2.2	1.6	2.5	2.2	1.0
Adult females—									
Overtime earnings	6.4	5.4	6.9	7.4	10.7	8.6	7.6	4.9	3.4
Ordinary time earnings	0.6	0.7	0.8	1.2	1.1	1.8	0.9	0.7	0.3
Total earnings	0.6	0.6	0.8	1.1	1.1	1.7	0.9	0.7	0.3
Junior females—									
Total earnings	1.4	1.6	1.5	1.2	2.4	4.2	1.7	3.9	0.7

**APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS:
FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA, NOVEMBER 1985
(Per cent)**

<i>Industry</i>	<i>Adult males</i>	<i>Adult females</i>	<i>Junior males</i>	<i>Junior females</i>
Mining	1.5	2.8	3.3	7.8
Manufacturing—				
Food, beverages and tobacco	1.8	1.3	3.9	3.5
Textiles; clothing and footwear	1.8	1.6	2.4	2.5
Paper, printing, etc.	1.5	1.7	4.1	2.6
Chemical, petroleum and coal products	2.0	1.1	3.6	3.3
Metal products, machinery and equipment—				
Basic metal products	1.1	0.9	1.0	3.1
Fabricated metal products; other machinery, etc.	2.3	2.3	2.9	2.8
Transport equipment	0.5	0.4	2.7	2.9
<i>Total metal products, etc.</i>	<i>1.1</i>	<i>1.5</i>	<i>2.0</i>	<i>2.1</i>
Other manufacturing	1.8	1.9	5.4	5.3
<i>Total manufacturing</i>	<i>0.7</i>	<i>0.8</i>	<i>1.6</i>	<i>1.8</i>
Electricity, gas and water	0.2	0.2	0.2	0.6
Construction	1.3	1.6	4.8	4.1
Wholesale trade	1.8	1.7	3.7	5.1
Retail trade	1.3	0.9	2.1	1.6
Transport and storage; communication	0.5	0.7	1.8	1.4
Finance, business services	1.8	0.7	1.5	1.0
Public administration, community services, etc.	0.5	0.4	1.3	1.4
Other industries	2.7	1.8	5.8	3.7
Total all industries	0.4	0.3	1.0	0.7

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